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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr
Bridgend County Borough Council



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*Rydym yn croesawu gohebiaeth yn Gymraeg.
Rhowch wybod i ni os mai Cymraeg yw eich
dewis iaith.*

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let us know if your language choice is Welsh.*



**Cyfarwyddiaeth y Prif Weithredwr / Chief
Executive's Directorate**

Deialu uniongyrchol / Direct line /: 01656 643148 /
643147 / 643694

Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Thursday, 1 October 2020

Dear Councillor,

CABINET COMMITTEE EQUALITIES

A meeting of the Cabinet Committee Equalities will be held remotely via Skype for Business on
Wednesday, 7 October 2020 at 10:00.

AGENDA

1. Apologies for Absence
To receive apologies for absence from Members.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 3 - 10
to receive for approval the Minutes of 24/08/2020
4. Annual Report on Equality in the Workforce (2019/20) 11 - 18
5. Equalities work supported by Wellbeing service (inc. Girls Network, Dementia friendly swimming and Olympage games) 19 - 32
6. Use Of The Name Picton In Street Names And Buildings Throughout Bridgend County Borough - Update Report 33 - 36
7. Equality Impact Assessments - Annual Review 2019/2020 37 - 50
8. Strategic Equality Plan Action Plan Report (Update On Work Undertaken By Directorates In The Last 12 Months) 51 - 140
9. Update Report On Implementation Of The Welsh Language (Wales) Measure 2011 And Welsh Language Standards 141 - 146
10. Urgent Items
To consider any other item(s) of business in respect of which notice has been given in

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accordance with Rule 4 of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Yours faithfully

K Watson

Chief Officer, Legal, HR & Regulatory Services

Note: Please note: Due to the current requirement for social distancing this meeting will not be held at its usual location. This will be a virtual meeting and Members and Officers will be attending remotely. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact cabinet_committee@bridgend.gov.uk or tel. 01656 643147 / 643148.

Councillors:

SE Baldwin
TH Beedle
NA Burnett
HJ David
SK Dendy
J Gebbie

Councillors

DG Howells
JE Lewis
D Patel
JC Radcliffe
KL Rowlands
CE Smith

Councillors

E Venables
SR Vidal
HM Williams
RE Young

CABINET COMMITTEE EQUALITIES - MONDAY, 24 AUGUST 2020

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD IN REMOTELY VIA SKYPE FOR BUSINESS ON MONDAY, 24 AUGUST 2020 AT 10:00

Present

Councillor D Patel – Chairperson

SE Baldwin
DG Howells
HM Williams

HJ David
JC Radcliffe
RE Young

SK Dendy
E Venables

J Gebbie
PJ White

Apologies for Absence

JE Lewis and CE Smith

Officers:

Nicola Bunston	Consultation Engagement and Equalities Manager
Mark Galvin	Senior Democratic Services Officer - Committees
Michael Pitman	Democratic Services Officer - Committees
Mark Shephard	Chief Executive

66. DECLARATIONS OF INTEREST

None.

67. APPROVAL OF MINUTES

RESOLVED: That the Minutes of a meeting of the Cabinet Committee Equalities dated 21 November 2019, be approved as a true and accurate record.

68. UPDATE ON EQUALITIES WORK WITHIN SCHOOLS

The Consultation, Engagement and Equalities Manager presented a report, the purpose of which, was to update Cabinet Committee Equalities on the Equalities work within schools within Bridgend County Borough, to include incidents of bullying, racial incidents, partnership working, the impact of the community cohesion officer role and working with the police.

She advised Members that on 18 March 2019 all schools were sent guidance on reporting racist incidents within schools.

The schools were also provided with an updated Racist Incident Report Form (Appendix 1 to the report referred).

This report outlined the incidents reported during academic years 2018-2019 and 2019-2020, the work carried out in schools by the inclusion team and the collaborative work with the police during this period.

In the academic year 2018-2019 there were ten racist incidents reported by schools across the county borough. Incidents were reported from the schools identified in paragraph 4.1 of the report.

The majority of incidents recorded by age of perpetrator and victim were between the ages of 7 to 11 years.

In seven of the incidents the perpetrator was recorded as White British, for the other three incidents the ethnicity of the perpetrator was not recorded. This section of the report also included details of the gender of the perpetrators and the victims.

As a result of these incidents, the Consultation, Engagement and Equalities Manager advised that training for pupils in the form of a series of Workshops was arranged for Schools, Early Help groups and the Third Sector.

She proceeded further, by advising that a schools LGBTQ network had been established to support school staff and pupils. Members of the network, along with members from the Youth Council joined the Equalities Team and Proud Councils in the PRIDE Cymru march in August 2019.

In the academic year 2019-2020, so far there have been there have been 12 racist incidents reported by schools across the county borough. Incidents have been reported from the schools contained in paragraph 4.3 of the report. A further breakdown on the type of incidents were outlined in the subsequent sections of this part of the report, once more, including the ages of perpetrators and victims. This was as at March 2020.

The Consultation, Engagement and Equalities Manager, advised that in Autumn 2019 Welsh Government announced a number of grant funded streams to deal with Hate Crime. Amongst these was a project for work specifically in 100 schools, and its aim was to deliver critical thinking skills and raise awareness of all aspects of Hate Crime in schools, with a focus on Key Stage 3. The aim is to begin this work in the academic year 2019-2020.

She further explained that following a series of meetings between WLGA, Community Cohesion Coordinators and preferred providers for delivering hate crime projects, a number of schools in Bridgend were identified on the basis of analysis on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison officers.

The five schools identified were shown in paragraph 4.4.3 of the report.

The WLGA had also in January 2020, commissioned Show Racism the Red Card as a partner to deliver the project to identified schools across Wales.

A Member referred to paragraph 4.2.3 of the report and asked why so many schools, particularly of Primary age had not attended the three Workshops that had been arranged for the purpose of training pupils in respect of issues such as Hate Crime, homophobic, biphobic and transphobic bullying etc.

The Consultation, Engagement and Equalities Manager, confirmed that she would look into this question and update Members either outside of the meeting or at the October meeting of the Committee.

A Member noted that previous data had shown that the year before last, there were more incidents of Hate Crime etc in Primary as opposed to Secondary Schools, but this had now reversed. She felt therefore, that training should have possibly been delivered to Primary Schools earlier than it had.

The Consultation, Engagement and Equalities Manager stated that Race Cymru Council were going to deliver further training to schools and that the relevant data on the outcome of such training, would in turn, be shared with Members at its meeting in March 2021.

A Member pointed out that as well as Hate Crime etc, issues surrounding training in sexism also needed to be given to schools, particularly for younger children, before bad habits relating to equalities and bullying etc, are embedded in them.

The Consultation, Engagement and Equalities Manager confirmed that as well as the training initiatives detailed in the report, Critical Thinking training is included in the training being rolled out to schools.

A Member felt that it was important for work to be undertaken with families and children of a young age through schools, teaching pupils the values relating to avoiding acts of discrimination. He added that, it was also important for teachers and tutors to understand that the use of language and phrases by pupils also had a different meaning in some cases to what they did in the past. Therefore, it was also about interpretation sometimes of what some young people said to others and the correct meaning of this.

The Chairperson referred to paragraph 4.1.7 of the report, where it referred to interventions that would be put into place for abusive perpetrators, including a Support Plan. She asked the lead Officer to expand upon this.

The Consultation, Engagement and Equalities Manager advised that all incidents that took place in schools etc, were reported to her and the school would then work with the perpetrator and their parents/guardian, the School teacher (where appropriate) and the victim also, in order to establish the details of what had occurred and the reasons behind this and develop an individual support plan. The plan would be put in place to ensure such an incident was not repeated. Sometimes the plan is put in place for the perpetrator but on occasions, it would affect both he/she and the victim.

The Leader concluded debate on this item, by advising that consideration needed to be given to try and ensure that all incidents as referred to in the report were reported. He added that training for all issues of discrimination needed to be pursued, as well as problems purely relating to racism.

RESOLVED: That the Committee received and considered the report.

69. USE OF THE NAME PICTON IN STREET NAMES AND BUILDINGS THROUGHOUT BRIDGEND COUNTY BOROUGH

The Chief Executive submitted a report, purpose of which, was to provide Cabinet Committee Equalities with information on the use of the name 'Picton' in street names and buildings across Bridgend County Borough.

By way of background information, the Consultation, Engagement and Equalities Manager advised, that following the death of George Floyd in America, National protests and demonstrations as part of the Black Lives Matter movement have resulted in several UK councils taking steps to remove some statues of historical figures. Local authorities are also considering whether buildings, parks, playing fields and streets may have links with individuals criticised as part of the protests. Campaigns began to remove memorials to General Thomas Picton, mainly focusing on a statue in Cardiff and a 25 metre tall monument in Carmarthen.

With a number of streets named 'Picton' across Bridgend County, the report looks at the history of these streets with the aim of identifying if they are associated with General Thomas Picton. The Consultation, Engagement and Equalities Manager advised that although the research has been unable to identify the exact reason for the street

naming, the research has suggested that there are links between the Picton family and to land ownership in Bridgend.

She added that initial research has suggested there are two possible sources of the name Picton in Bridgend county borough. It was therefore recommended that in order to verify this information and ensure its accuracy further work should be undertaken by a local historian and the findings of that research will be considered once Welsh Government have concluded their review.

The number of street names and buildings with the name 'Picton' included therein throughout different locations of the County Borough, were exemplified in the report.

The Consultation, Engagement and Equalities Manager, then gave some general information on Thomas Picton who had been a past General who was linked to slavery in the 17th/18th century.

The report went on to explain, that though a number of streets and buildings in the Bridgend area may have been named after him, there may have been some streets and buildings named after Lieutenant Thomas Picton-Turbeville or possibly Richard Picton-Turbeville, the latter who had been a pivotal person in the past in the County Borough and had previously contributed positively to works (including charity and voluntary), within the County Borough.

Whilst certain Members were not happy in terms of names of streets etc, being recognised by the name of a person or persons who had committed appalling things in the past against fellow human beings, other Members recognised the work that would be required for householders who live in these buildings/streets to agree to changing the street name to something that doesn't bear reference to the name Picton. Examples of this, would include changing the street name on the deeds of a property, on medical records, altering driving licences and other utility bills etc. Homeowners if forced to do this, may seek compensation off the Council if they had to agree to such a change(s) due to the level of expense this would incur.

Arising from discussions that took place in respect of the report, Committee

- RESOLVED:
- (1) That Members noted the report.
 - (2) That further work be undertaken by a local historian into where the name 'Picton' has derived from in terms of street/building names in the County Borough with the findings of that research being considered in conjunction with Welsh Government having concluded their audit of Wales' historic monuments and statues and the names of streets and public buildings.
 - (3) That further progress reports be awaited as and when appropriate.

70. STRATEGIC EQUALITY PLAN ANNUAL REPORT 2018 – 2019

The Consultation, Engagement and Equalities Manager submitted a report, the purpose of which, was to provide Members with an update on the work completed within the Strategic Equality Plan (SEP) 2016-2020 for the period 2018 - 2019.

The report outlined certain background information, following which, she explained that the Annual Report (attached at Appendix 1) covers the period 1 April 2018 to 31 March 2019.

It was required to be published on the Council website/made available by 1 April 2020 however due to the impact of COVID-19 this date had been changed to October by the Equality and Human Rights Commission (EHRC).

The seven strategic equalities objectives for 2016-2020 were detailed in paragraph 4.2 of the report, while paragraph 4.3 referenced some key points and campaigns to note from the Annual Report.

The Consultation, Engagement and Equalities Manager then expanded upon some of the latter for the benefit of Members.

The Committee commended the report and the relevant Officers hard work in putting together the Strategic Equality Plan Annual Report for 2018-2019.

RESOLVED: That the Committee noted the progress being made and approved the Strategic Equality Plan Annual Report 2018-2019.

71. **UPDATE REPORT ON IMPLEMENTATION OF THE WELSH LANGUAGE (WALES) MEASURE 2011 AND WELSH LANGUAGE STANDARDS**

The Consultation, Engagement and Equalities Manager submitted a report, that updated the Committee on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

She confirmed that since the Council received its compliant notice from the Welsh Language Commissioner in 2015, progress towards implementing the 171 assigned standards has continued.

She added that updates on compliance have been provided at every Committee since 28 April 2016. These reports were referenced as background documents to the report.

The Consultation, Engagement and Equalities Manager then advised that BCBC celebrated Welsh Language Rights Day on 6 December 2019, by sharing posts on social media, in respect of the items shown in bullet point format in paragraph 4.1 of the report.

A copy of the Welsh Language Commissioners Code of Practice for the Welsh Language Standards Regulations 2015, was attached in both welsh and English format at Appendix 1 and 2 of the report.

She referred Members to a new complaint relating to translation that had been received through the Commissioner in relation to Electoral Voting Cards. However, a response to this had been sent to the Commissioner from the Council, confirming that it per se, are not responsible for the layout/translation of voting cards. This is the responsibility of the Registration Officer and the Returning Officer, whose roles and remit to this end are independent from the Authority.

In response to a Members question, the Consultation, Engagement and Equalities Manager advised, that she believed that the above Officers were still however required to be compliant with the requirements of the Welsh Language Standards.

The Leader asked the Consultation, Engagement and Equalities Manager, to check in time for the October Committee meeting that this was the case, as opposed to such voting cards in terms of their layout and being produced bi-lingually, being the responsibility of the Electoral Commission.

A Member noted from paragraph 8.1 of the report, that only £4k out of a total budget of £324,649 for Welsh language translation, had been spent to date in 2019-20. She asked why this expenditure was so low in comparison with the budget allocated to it.

The Consultation, Engagement and Equalities Manager, confirmed that the majority of this budget originated from expenditure relating to translation costs that came under the corporate budget, as opposed to those allocated on a Directorate by Directorate basis. She added however, that she would seek further information regarding this and report back to Members accordingly.

RESOLVED:

1. That the Committee received and considered the report.
2. That further information be shared with Members on the levels of spend for Welsh language Directorate by Directorate in comparison with that which is spent from the Council's wider Corporate budget allocation.

72. WELSH LANGUAGE STANDARDS ANNUAL REPORT 2019-2020

The Consultation, Engagement and Equalities Manager submitted a report, that informed the Committee of the content and approach taken in respect of the Council's fifth Welsh Language Standards Annual Report for 2019-2020.

She explained that the Welsh Language Standards gave Welsh speakers improved, enforceable rights in relation to the Welsh language. The Council received its final compliance notice on 30 September 2015, which outlined 171 standards requiring compliance.

The report confirmed that Standards 158, 164 and 170 required the Authority to produce and publish an annual report, in Welsh, by 30 June each year.

The Council's Welsh Language Standards annual report 2019-2020, covered the period 1 April 2019 to 31 March 2020 and was published, as required by the 30 June 2020. The report was attached at Appendix one and two to the report, in both Welsh and English, respectively.

The report outlined how the Council has complied with the standards under a duty to comply during the period and also documents any progress and new developments with its compliance.

As part of the annual report, there was a duty on the local authority to report specifically on the following information:

- the number of complaints received by the council during the period;
- the number of employees who disclosed Welsh language skills as at 31 March 2020;
- the number of employees attending training courses offered in Welsh during the period;
- the number of new and vacant posts advertised during the period categorised as posts where either:

- Welsh language skills were essential;
 - Welsh language skills were desirable.
- In addition to the information specified in section 4.2 we have also included updates on Equality Impact Assessments, customer contact and our promotional activities.

A Member thanked the Consultation, Engagement and Equalities Manager and her immediate colleagues, for the hard work that had been committed to the Annual Report 2019-2020, adding that it was visible that considerable progress was being made year on year by the Authority in terms of compliance with the provisions of the Welsh Language Standards.

The Chairperson echoed these sentiments, adding that the Standards were now being embedded across all service areas provided by the Council, in some capacity or another.

- RESOLVED:**
- (1) That Committee received and noted the content of the report and the Welsh Language Standards Annual Report 2019-2020.
 - (2) That in conjunction with the Workforce Report 2019/20 to be considered at the Cabinet Committee Equalities meeting in October, information also be shared with Members on the criteria used for assessing Welsh language skills for vacant positions as part of the Council's recruitment process. This was requested by Members at the meeting.

73. **FORWARD WORK PROGRAMME 2020 – 2021**

The Consultation, Engagement and Equalities Manager presented a report, seeking Committee approval for a proposed Forward Work Programme for 2020-2021.

Appendix 1 to the report, set out a proposal for the Committee's regular business items and key equality issues to be considered from March 2020 to March 2021.

The proposal was based on:

- the strategic equality objectives in the Strategic Equality Plan 2016 – 2020 such as improving community relations in the county borough;
- the consultation on the draft objectives for the Strategic Equality Plan 2020-2024;
- ongoing monitoring of the Welsh Language Standards' implementation, including providing updates on service developments;
- suggestions from the committee;
- national and local equality issues;
- established reporting arrangements for the Welsh Language Standards and Strategic Equality Plan;
- consideration of other council priorities and external reports.

The Consultation, Engagement and Equalities Manager stressed that the agenda for the next four scheduled meetings of the Cabinet Committee Equalities would consist of both the proposed Main items and Business items as shown in the Forward Work Programme, ie Appendix 1 to the report.

Following discussions that ensued between Members and Officers, it was

RESOLVED: That the Committee approved the proposed Forward Work Programme 2020-21 attached to the report, subject to the following:-

- The Strategic Equality Plan 2020-2024 draft action plan being shared with the Committee, prior to being submitted to Cabinet at its September 2020 meeting.
- Further reports being received on Agenda item 2 of today's meeting, entitled 'Use of the name of Picton in Street Names and Buildings throughout the Bridgend County Borough,' as appropriate.
- A further item being added to the FWP for the November 2020 meeting, entitled "The impact of Covid-19 and lockdown on people with caring responsibilities"
- A further item being added to the FWP for the March 2021 meeting, entitled "Update on Equalities work within Schools."

74. URGENT ITEMS

None.

The meeting closed at 12:06

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE - EQUALITIES

7 OCTOBER 2020

REPORT OF THE CHIEF EXECUTIVE

ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2019/20)

1. Purpose of report

- 1.1 To provide Cabinet Equalities Committee with a summary of the equality profile of the council's workforce as at 31 March 2020 and information about the requirement for Welsh language skills for vacant posts.

2. Connection to corporate well-being objectives/other corporate priorities

- 2.1 This report will assist in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:

Smarter use of resources – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The provision of relevant and accurate workforce information enables the council to meet its statutory duties and obligations in relation to the Equality Act 2010, the Public Sector Equality Duty and the Welsh Language Standards; and aids decision making.

4. Current situation / proposal

4.1 Workforce data

- 4.1.1 Appendix 1 provides an equality profile of the council's workforce as at 31 March 2020, with comparative data from previous years.
- 4.1.2 The profile includes protective characteristics of the workforce (gender, disability, ethnicity, age and sexual orientation); numbers of employees with caring responsibilities and those who have Welsh language skills.
- 4.1.3 There is a full data set available on gender and age, however, it is not mandatory for employees to disclose their sensitive personal information for equality monitoring purposes. Work is ongoing and planned to encourage employees to provide and/or update such details.

4.2 Welsh Language Skills for Vacant posts

- 4.2.1 At its meeting on 24 August 2020, in considering the Welsh language Annual Report, committee requested information on the criteria used for assessing Welsh language skills for vacant positions as part of the council's recruitment process.

- 4.2.2 When a vacancy arises, managers must undertake an assessment of the Welsh language skills required by considering the duties and responsibilities of the individual post as well as that of the team. In relation to the post, the criteria covers: contact with the public and the expectation to be able to communicate in both English and Welsh, the extent of contact with Welsh speakers; and the need to undertake internal administration in English and Welsh. From a team perspective whether another officer is available who can provide a Welsh language service
- 4.2.3 This information is collected in the Vacancy Management form which will be held and recorded in HR. These details are included in the Annual Monitoring Report.
- 4.2.4 In order to increase the number of Welsh speaking employees and improve the Welsh language service provided by the council, the current Policy on Using Welsh Language in the Workplace, sets out that all posts will be advertised with Welsh as desirable, unless the assessment identifies Welsh is essential.
- 4.2.5 These arrangements have been reviewed internally and recommendations are being developed. These will now be considered alongside the results of the Welsh Language Commissioner's 2019-20 monitoring work, which covered recruitment. At the time of drafting this report the findings were being analysed.

5. Effect upon policy framework & procedure rules

- 5.1 The report has no direct effect upon the policy framework or procedure rules.

6. Equality Impact Assessment

- 6.1 This is an information report. As such, no EIA is required.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 This is an information report, therefore a Well-being of Future Generations Act (2015) assessment has not taken place in order to prepare this report.

8. Financial implications

- 8.1 There are no financial implications in this report. Any future proposals will include full cost and budgetary implications.

9. Recommendation

- 9.1 It is recommended that the Cabinet Committee Equalities note the information contained in this report.

Mark Shephard
Chief Executive
7 October 2020

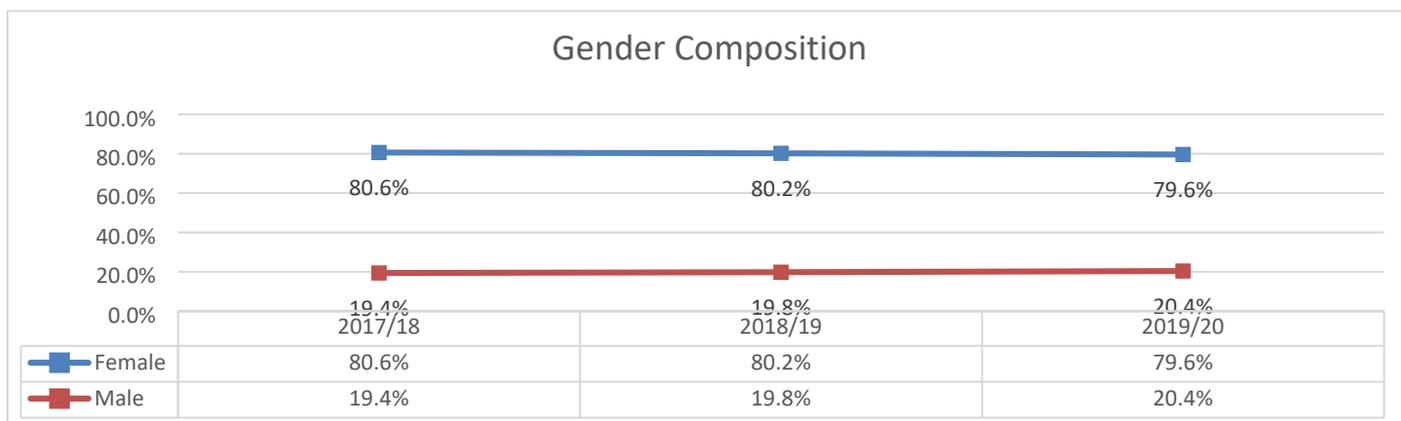
Contact officer: Debra Beeke, Group Manager HR/OD
Telephone: 01656 643212
Email: debra.beeke@bridgend.gov.uk

Background papers: None

Workforce Equality Monitoring As at 31/03/2020

1. Gender

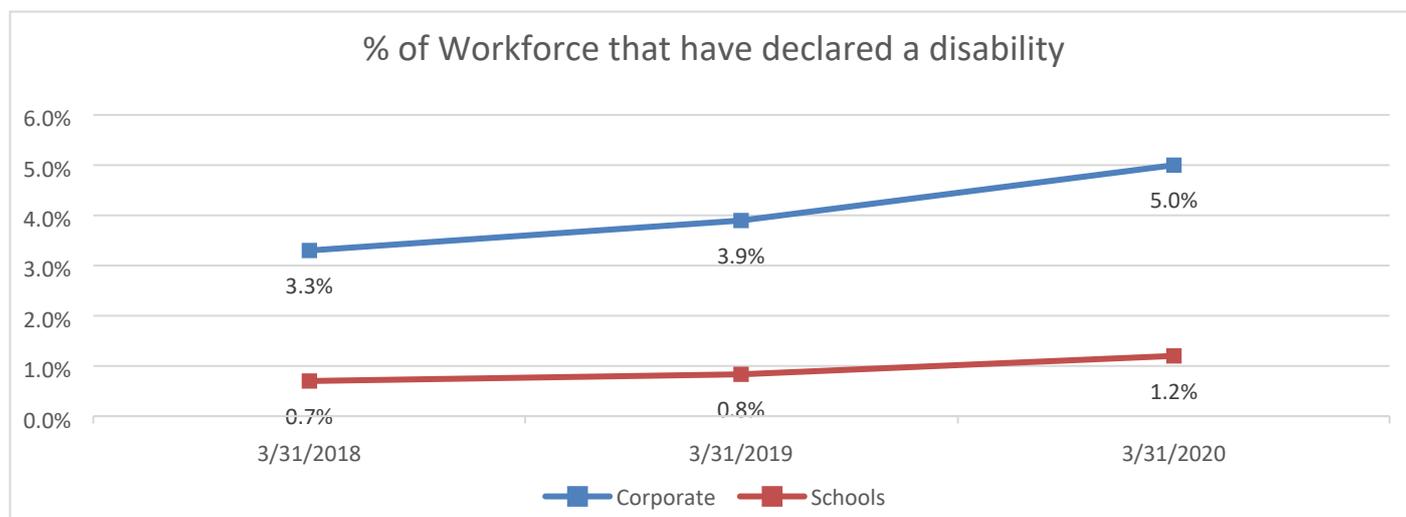
Description	BCBC excluding Schools			Schools		
	Male	Female	Total	Male	Female	Total
BCBC Headcount	680	2351	3031	517	2494	3011
Percentage	22.4%	77.6%		17.2%	82.8%	



- The gender composition has remained consistent over the last 3 years.
- Bridgend continues to have a higher percentage of female employees than other Welsh LAs.

2. Disability

Disability Declared	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
31/03/2020	50	101	151	5.0%	5	31	36	1.2%
31/03/2019	43	72	115	3.9%	4	21	25	0.8%
31/03/2018	32	69	101	3.3%	6	17	23	0.7%
31/03/2017	32	63	95	3.0%	6	12	18	0.5%



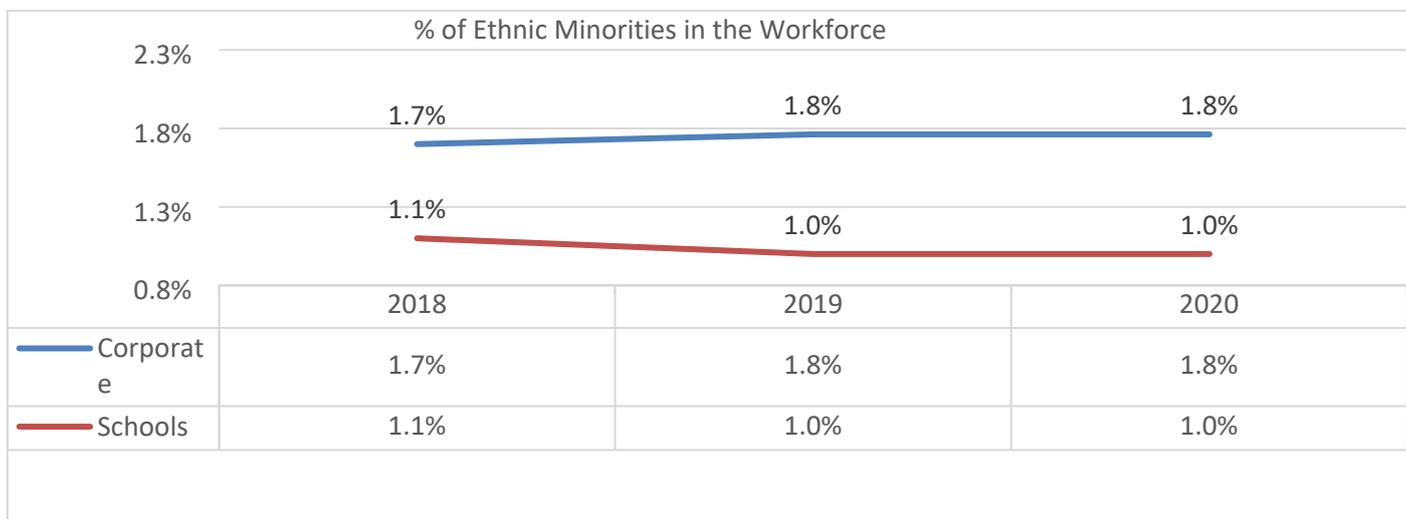
- The percentage of employees who have declared a disability has increased in both Schools and Corporate workforce in each of the last 3 years.
- We do not have a declared disability status for 21.4% of the workforce as at 31.03.2020.

3. Ethnicity

Ethnic Minority
31/03/2020
31/03/2019
31/03/2018
31/03/2017

BCBC excluding Schools			
Male	Female	Total	%
12	42	54	1.8%
7	45	52	1.8%
6	48	54	1.7%
7	42	49	1.6%

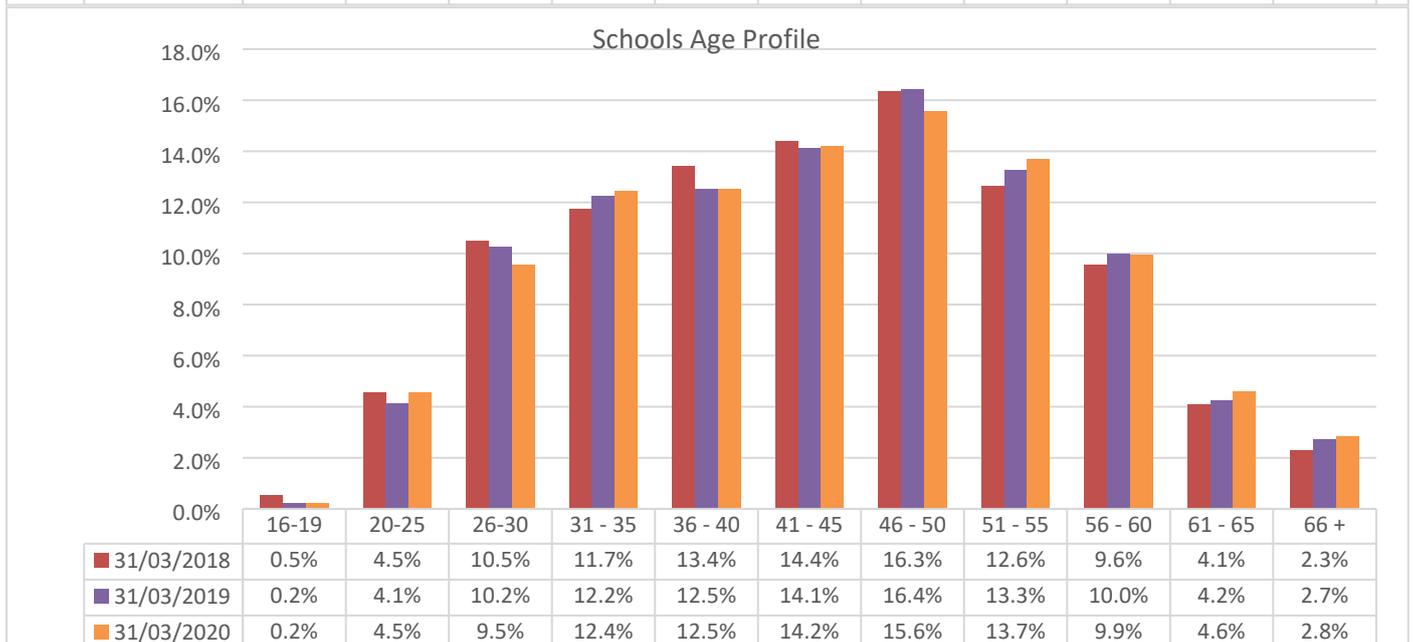
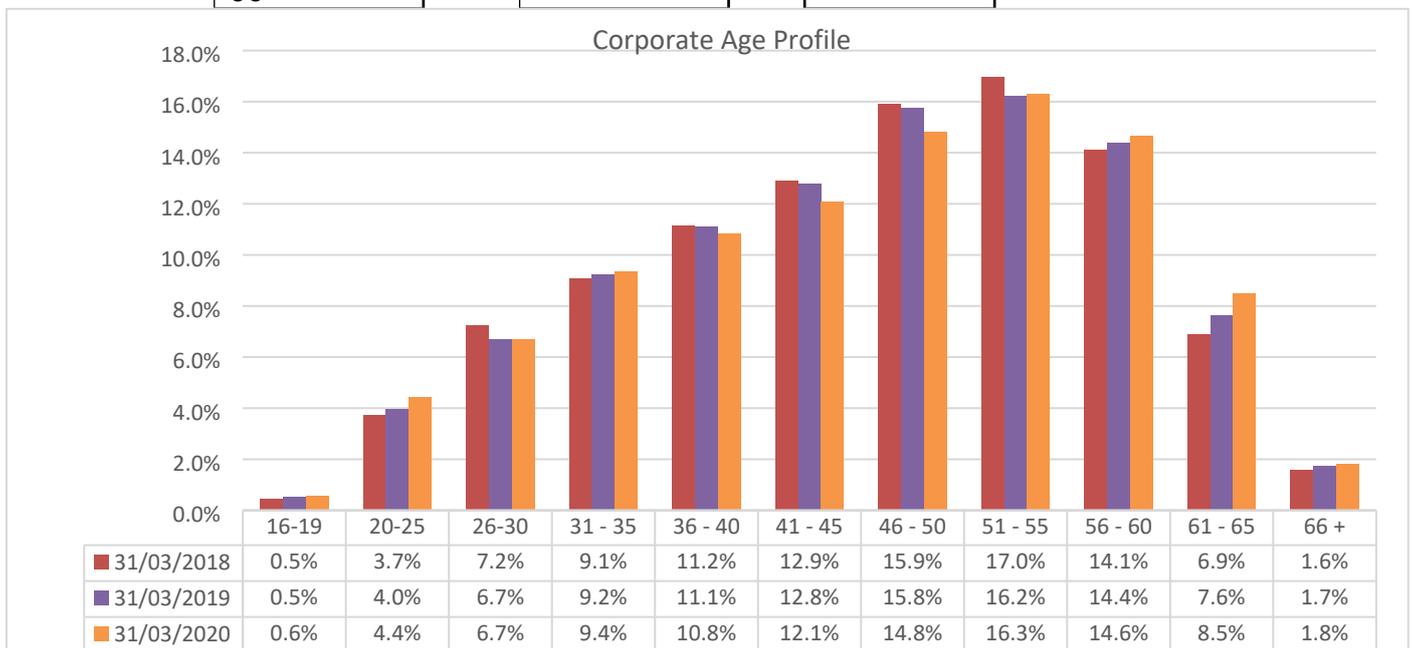
Schools			
Male	Female	Total	%
2	29	31	1.0%
3	27	30	1.0%
6	28	34	1.1%
6	27	33	1.0%



- The percentage of BAME employees has remained stable over the last 12 months having increased slightly in each of the preceding 3 years.
- 1% of the Schools workforce is BAME, which has remained consistent over the 4 year period.
- For context, the latest population estimates from ONS (June 2020) indicate that 3.2% of county borough residents are from a BAME background.

4. Age

Age Profile	BCBC (exc. Schools)	Schools
16-19	0.6%	0.2%
20-25	4.4%	4.5%
26-30	6.7%	9.5%
31 - 35	9.4%	12.4%
36 - 40	10.8%	12.5%
41 - 45	12.1%	14.2%
46 - 50	14.8%	15.6%
51 - 55	16.3%	13.7%
56 - 60	14.6%	9.9%
61 - 65	8.5%	4.6%
66 +	1.8%	2.8%

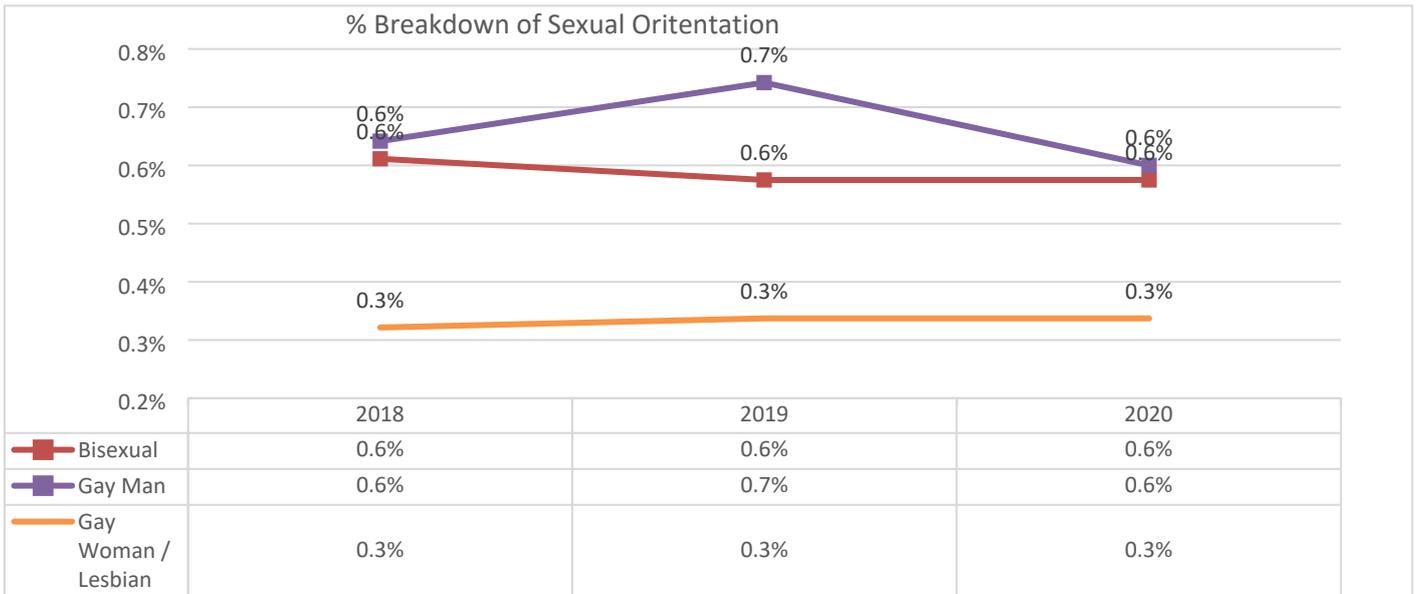


- The corporate workforce has a slightly older age profile than the school workforce.

- In both workforces, the number of staff aged 60 years old and above has increased in each of the last 3 years.

5. Sexual Orientation

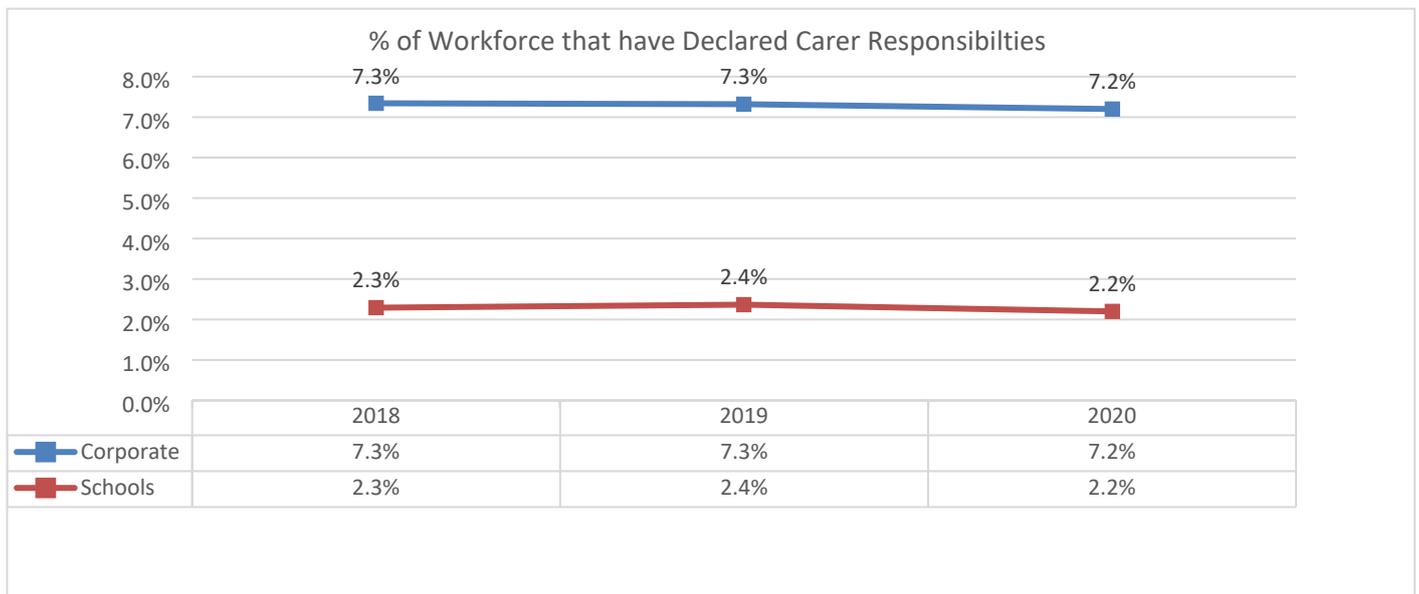
Description	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Bisexual	4	15	19	0.6%	0	4	4	0.1%
Gay Man	17	0	17	0.6%	7	0	7	0.2%
Gay Woman / Lesbian	0	9	9	0.3%	0	5	5	0.1%



- The percentage of staff who have declared themselves either Bisexual or Gay Man/Woman/Lesbian has remained consistent in the last 3 years.

6. Caring Responsibilities

Description	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	29	190	219	7.2%	6	60	66	2.2%



- The percentage of employees declaring caring responsibilities has decreased slightly in both corporate and school workforce over the last 12 months. However, 20% of staff completing the corporate staff survey in 2020 stated they are a carer.

7. Welsh Language

Description	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker								
'A little'	103	341	444	14.6%	64	345	409	13.6%
'Fairly Good'	7	40	47	1.6%	14	73	87	2.9%
'Fluent'	24	98	122	4.0%	18	135	153	5.1%
Welsh Reader								
'A little'	114	368	482	15.9%	62	354	416	13.8%
'Fairly Good'	16	54	70	2.3%	15	82	97	3.2%
'Fluent'	22	97	119	3.9%	19	135	154	5.1%
Welsh Writer								
'A little'	72	295	367	12.1%	54	318	372	12.3%
'Fairly Good'	13	48	61	2.0%	16	74	90	3.0%
'Fluent'	19	84	103	3.4%	17	125	142	4.7%

- There has been an increase in the percentage of staff who have declared a level of Welsh language skills across all aspects of language understanding. This increase is largest in the category of staff who have declared 'a little' standard of Welsh language understanding across the 3 categories.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

7 OCTOBER 2020

REPORT OF THE CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING

EQUALITIES WORK SUPPORTED BY THE WELLBEING SERVICE INCLUDING THE GIRLS NETWORK, DEMENTIA FRIENDLY SWIMMING AND OLYMPAGE GAMES

1. Purpose of Report

- 1.1 The purpose of the report is to provide information on the programmes of work of the prevention and wellbeing service and the related contribution to the BCBC strategic equalities plan.

2. Connection to corporate well-being objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015:-**

1. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
2. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The Prevention and Wellbeing service was established as a new provision within the Social Services and Wellbeing Directorate in 2017 and is responsible for a diverse range of services that have grown over the three year period.

- 3.2 The services and activities include:-

- Healthy Living Partnership management with Halo Leisure;
- Cultural services partnership management with Awen including libraries, theatres, community venues;
- Active Bridgend services including the Active Young People's team and community wellbeing programmes;

- Play and early years development with a specific focus on children and young people with additional needs;
- Operation of dual use sports facilities supporting community access to school based assets;
- Ageing Well plan for Bridgend and developing age friendly communities as part of the older persons strategy;
- Local community coordination and community support programmes;
- Partnership working with BAVO and the third sector as part of the 'Building Resilient Communities' approach;
- Carers support and development of carer wellbeing opportunities;
- Community Centres and support for voluntary management committees.

3.3 There has been a unique opportunity for the management of a range of community assets within the directorate which has provided a focus on developing programmes with partners that can :

- Meet health and wellbeing needs in a community setting;
- Engage those with a protected characteristic;
- Support those most vulnerable people in our communities.

The positioning of these services recognises the importance of connecting 'place based' services and 'person centred' services together where achievable and beneficial.

4. Current situation / proposal

4.1 The Prevention and Wellbeing service has conducted an internal review of progress made during 2019-20 and collated the information in a format that can increase awareness of what is being achieved within the Directorate and broader Council, with a number of areas of work being cross cutting.

4.2 A series of extracts from the larger report are included as appendices to further illustrate some of the work that has taken place during the year. There are 6 appendices providing examples of the work that is taking place within the service included as supporting information.

4.3 This report includes headline information on programmes and services that are contributing to the public sector equalities duty and the strategic equalities objectives and action plan. The service holds additional performance information beyond this headline data on what individual programmes have achieved and progress to date. The service aims to capture learning and insight on new programmes and developments to further develop the prevention and wellbeing agenda. The following paragraphs provide examples of the work that the prevention and wellbeing service is developing.

4.4 The 'Our Voice' programme was developed to capture the views of young people on wellbeing and to work in partnership with schools and communities to develop action plans. For example, at one school, investment was secured to develop a 2 year

gender equality project linked to issues identified by young people. This programme, called 'Champions of Wales', has seen pupils selected via peer nomination to provide leadership on understanding girls' rights and gender equality. The programme has upskilled the young people who will further research and campaign for the rights of young people and change within communities.

- 4.5 The "Girls Network" is operating in partnership with six secondary schools with a focus on improving health and wellbeing. The groups conduct research and analyse needs prior to developing supportive opportunities. An evidence file approach was introduced in February 2020 including tools to measure and evidence impact of the network. Over the next year there are plans to move the Girls Network onto a digital platform. The network is supported by an Education and Girls strategic group that meets at 6 monthly intervals to review and evaluate development plans and progress. Further information can be found on this programme in **Appendix 1**.
- 4.6 The service works in partnership with primary and secondary schools to use extra-curricular activity to develop active and healthy lifestyles. Primary schools across Bridgend provided 1,950 opportunities engaging 2,895 boys and 2,568 girls (of those, 809 were eligible for free school meals, 357 have additional learning needs and 98 young people are 'looked after'). At secondary school there were 2,812 opportunities engaging 1,220 boys and 1,508 girls (438 were eligible for free school meals, 384 had additional learning needs and 138 young people are looked after). There are other programmes that indicate a growing focus on looked after children and young carers also within the annual report. During the year, 19 school delegates were supported to attend a Teacher Disability Inclusive Training (DIT) course. The service supports schools to develop their wellbeing plans and further information can be found in **Appendix 2**.
- 4.7 The service supports a partnership with the Urdd to ensure welsh medium opportunities are available via a development officer and apprenticeship role. There were 549 children and young people participating weekly and 57% of weekly attendances are female. The Urdd reported 12 new and developed clubs for females.
- 4.8 The Prevention and Wellbeing service coordinates an extensive leadership pathway aimed at building skills, knowledge and employability. An alternative pathway has been developed to support more vulnerable young people and 24 young people are engaged in this. There is also an ambassador programme who look at tackling issues within their own schools. At one school, the Oasis project is supporting extra-curricular opportunities for pupils with special educational needs.
- 4.9 The service leads on the Ageing Well plan for Bridgend and the development of 'age friendly' communities and where there are appropriate intergenerational opportunities. The Ageing Well Plan for Bridgend has focused on falls prevention, dementia supportive communities, combatting loneliness and isolation and skills/employability. An Ageing Well web platform is operated and 4,000 Ageing Well calendars were produced in January 2020. New themes emerging via the Older Persons Commissioner include ending ageism (including discrimination) and

improving access to services, stopping abuse of older people and enabling everyone to age well.

- 4.10 Local Community Coordination has taken place in the North of Bridgend supported by Legacy Funding with 150 people supported through information and advice, food banks, transport, dealing with loneliness, mental health, caring responsibilities, disability and cognitive impairment. There is strong working with BAVO and the third sector linked to the Transformation agenda and the Integrated Care investment through collaborative working with community navigators.
- 4.11 There is a growing focus on digital exclusion and those impacted. Work has commenced with Wales Cooperative Centre on developing a 'care to cooperate' programme that targets support for 200 vulnerable people and carers to build skills and connections. Aligned to this, the service is developing a "community information champions" programme with organisations and volunteers to support information sharing with those who are not digitally connected.
- 4.12 Developing dementia supportive communities is a strategic objective of the Ageing Well Plan for Wales. The service coordinated a series of training programmes with over 150 attendees including 'Re-Live' experiential training, dementia awareness and first steps in dementia for activity providers. The earlier work on creating 'dementia friendly swimming' has evolved into the 'Feel Good for Life' programme with partners including Halo leisure, Awen, BAVO and Alzheimers Society. During 2019 -20 there were 87 individuals and carers supported through this programme that received a national award from UK Active. Further information on the Feel Good for Life programme is included as **Appendix 3**.
- 4.13 There has been a growth in social prescribing work using cultural activities with Awen that have supported older adults, young people with disabilities and carers. Examples would include the 'Same As' advocacy project with parent carers, the 'Off Duty' carers choir programme, 'Cultural Olympage' programmes focused on reminiscence and the 'creative at home' resources and digital communication platform 'Stronger Together Bridgend'. Further information is provided as **Appendix 4**.
- 4.14 The Olympage programme was launched in Bridgend in 2017 to support older adults to have more socialisation opportunities and to live active and healthy lives. The model developed has seen group activity and local or county events established with partners including care homes, community centres and leisure centres. In 2019 the Prevention and Wellbeing service was successful in securing 400k of investment via the Healthy and Active Fund to develop a regional approach across the Healthy Board footprint.
- 4.15 The subsequent 'Super Agers' programme has been established across Bridgend, RCT and Merthyr. The programme has been identified as a Bevan exemplar. A review of the programme and approach will be required based on regulations during 2020/21. Further information can be found at **Appendix 5**.

- 4.16 Super Agers has the potential to become an early intervention programme prior to the National Exercise Referral Scheme for older adults, people with disabilities and those living with chronic conditions (e.g. cardiac, falls, stroke, cancer). There have been over 2,000 referrals to the scheme during 2019-20.
- 4.17 The approach of working with community owned networks goes beyond the Girls Network identified earlier in the report. During 2019-20 an additional network, Bridgend Inclusive Network Group (BING), has been co-produced and also 'Together for Young People in Bridgend' as a network for youth organisations.
- 4.18 The service leads on the play sufficiency duty for BCBC including assessment and action planning for the range of statutory matters. The assessment framework identifies a range of targeted population groups needing specific consideration. An example of the play and activity pods project is included as **Appendix 6**.
- 4.19 The Council has supported 39 children with disabilities with after school club play opportunities and circa 50 children with school holiday opportunities for young people referred by social workers.
- 4.20 A total of 7,670 visits were recorded to Active for Life programmes in Summer 2019 with inclusive opportunities and 309 children were engaged on what was important to them in their communities.

5. Effect upon policy framework& procedure rules

- 5.1 The report has no direct effect upon the policy framework or procedure rules but it enables us to effectively contribute to the Council's statutory duties in relation to equalities and human rights.

6. Equalities Impact Assessment

- 6.1 The report provides the Committee with information that positively assists in the delivery of the Authority's equality duties.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The implementation of the duties and responsibilities under the Social Services and Wellbeing (Wales) Act 2014 (SSWBA) supports the promotion of two of the seven goals of the Well-Being of Future Generations (Wales) Act 2015 within the County Borough of Bridgend. By promoting an environment that maximises people's physical and mental wellbeing and by supporting children, young people, adults and their carers and families to fulfil their potential no matter what their circumstances, the wellbeing goals of a healthier and more equal Bridgend and Wales are supported.
- 7.2 The Well-being of Future Generations (Wales) Act 2015 provides the basis for driving a different kind of public service in Wales, with five ways of working to guide how the Authority should work to deliver wellbeing outcomes for people. The following is a summary to show how the five ways of working to achieve the wellbeing goals have been considered in this report:

- Long Term - the programmes recognise short term needs but focus on developing longer term resilience in people and communities;
- Prevention – the programmes focus on positive physical and mental wellbeing intervention as a prerequisite to good health. The focus is on tackling issues early and supporting people to identify what a good life looks like for them;
- Integration – working with people, organisations and communities to support wellbeing and prevent needs escalating impacts on health, public health, education and social care;
- Collaboration – the programmes are cross cutting within the Council and reliant on stakeholder engagement and collaborative working particularly cross sector;
- Involvement – the programmes are based on co-production and asset based community development to create community ownership of opportunities created.

8. Financial implications

8.1 There are no financial implications arising from the report. A large number of the programmes referenced are supported by external funding, including Welsh Government, Sport Wales, and Disability Sport Wales grants. The list of external funding during the period 2019/20 can be found at **Appendix 7**. There is an ongoing challenge of embedding programmes that are effective within core approaches and developing sustainable models with partners for the medium to longer term.

9. Recommendation.

9.1 That the Cabinet Committee Equalities receives and considers this report.

Claire Marchant
Corporate Director
Social Services and Wellbeing

October 2020

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Background documents

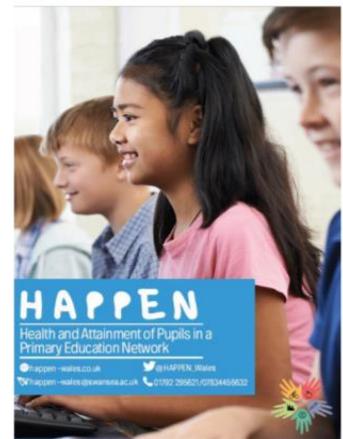
NONE

KESS

Amie Richards

The KESS Bridge-Linx project started in October 2018 and has since benefitted over 500 pupils across numerous primary schools in the borough. The children have the opportunity to take part in a fitness fun day where they challenge themselves to achieve their best in a number of activities. They attend the local college for a few hours where they have the opportunity to engage with college students who also benefit from the experience. The feedback from schools about the fitness report they receive is that it helps children engage with the importance of fitness. They also complete an online survey about their health, wellbeing and lifestyle behaviours from which they can also analyse the report and school councils have found ways to improve the health and wellbeing of the children in their school."

Your HAPPEN Survey Report



<https://vimeo.com/showcase/7278740/video/260225573>
password = bcbc



Feel Good For Life

Halo Dementia Swimming

<https://www.youtube.com/watch?v=BtAZcIYvmgg>

Originally developed as a Dementia Friendly swimming opportunity the feel Good for Life programme BAVO and the Alzheimer's Society. The programme aims to remove barriers to leisure services and to support people to 'live well with dementia'.

The programme has been supported by BCBC and healthy board pilot support and has subsequently secured investment from Big Lottery Fund. The programme now offers an expanded range of physical and social activities and participants including carers reflect on their wellbeing at 3 monthly intervals. Participants are leading more active lives and some improvement in memory decline is described by families, increasing the likelihood of participants continuing to live well within their own communities and maintain independence.

The programme has been described by Quest UK as "a very high quality programme and an example of best practice". The programme has developed a range of volunteer opportunities to support sustainability and was successful in achieving the UK Active award for sustaining physical activity.



Social Prescribing

There is a growing focus on the use of social prescribing to improve wellbeing and BCBC has been working with Awen to use cultural activities to engage and support people.

The 'Same As' programme has worked with children and young people and their households to capture their hopes and aspirations and the barriers that they face to create the lives they would like to see. A digital story has been produced and also a podcast on behalf of parent carers as part of the 'Take Care' podcast series.

Building on the physical activity opportunities that 'Olympage' and 'Super Agers' have been creating, Awen have supported the creation of a cultural Olympage programme for older adults including creative writing, poetry, music and reminiscence.

It has also proven possible to support targeted group activities such as the Bridgend Carers Choir 'Off Duty' who produced the song "Strong".

This approach helps people to build on strengths and interests and maintain contact with their communities



'Same As' <https://www.youtube.com/watch?v=fnoMmQ298aA>

Wonderful World <https://www.youtube.com/watch?v=Q7VEHMrf4IY>

Musical Roots <https://www.youtube.com/watch?v=UZkgz1vR2Rs>

Carers Choir Strong Song <https://youtu.be/2mnJsX6OzLA>

Super Agers

Supported by the Healthy and Active Fund BCBC has been building on its learning from the Olympage programmes to develop new approaches to being active with older adults. There is a focus on working with partners and older adults themselves to develop new opportunities in community settings and to lead activities. The achievements to March 2020 include:-

- *Recruitment of the Super Agers project delivery team across Cwm Taf Morgannwg*
- *Development of participant resources for goal setting, activity tracking, data capture and participant reflection*
- *Workshops conducted with Bridgend College Social care students who support activities with older adults including the Olympage programme (70 students)*
- *Partnership with Swansea University Exercise Science and Centre for Innovative Ageing to support project evaluation*
- *Achievement of Bevan Exemplar project status for innovation in social care*
- *Mobilisation of project delivery in initial four hubs across CTM (24 participants in initial hub pilot activities)*
- *Development of 'Active at Home' resources alongside home activity tracker distributed to 124 participants. <https://youtu.be/2mnJsX6OzLA>*
- *Engagements of 239 participants in Olympage community programme for Super Agers launch*

Super Agers Launch

<https://vimeo.com/377796219>



Intergenerational Event Ogmore Valley

<https://vimeo.com/321532198>

Password = Olympage



Activity Pod

<https://vimeo.com/showcase/7278740/video/389209377> password bc bc

<https://vimeo.com/showcase/7278740/video/260229282> password bc bc

Bryncethin primary school staff following comments on pupil engagement:-

“I noticed that the pupils were happier and playing with children other than the ones they wouldn’t normally play with. There was good turn taking and it was lovely to see them communicating and the role play they showed was amazing.”

“The range of resources ensure that activities are not limited. There is a wealth of problem solving and social interaction that can be gained from using the pod”

“The children from Year 3 really enjoy building dens, filling containers with water and making assault courses”

“It was great to see the collaborative learning that took place. All were engaged and on task during all activities”

Nantymoel Primary School – ***“The skills they’ve gained from using the pod are tremendous and I think having the activity pod has opened our eyes to the fact that it wasn’t just something that was needed at playtime, but that it was something that we could use in curriculum lessons”***



Appendix 7

External Funding for 2019-2020

Name of Funding	Funding Body	£
NERS	Public Health Wales	186,120
All Wales Play Grant	Welsh Govt	5,000
Street Games	Street Games	6,875
Disability Sports Wales	Sports Wales	21,569
Healthy Active Super Agers	Sports Council Wales	160,000
Holiday Hunger	Welsh Govt	5,000
Pulmonary Rehab	Public Health Wales	31,797
LAPA 5 x 60	Sports Wales	207,100
LAPA Free Swim	Sports Wales	148,200
LAPA Sport	Sports Wales	67,500
Community Chest	Sports Wales	2,900
Equalities Champions of Wales	Plan International UK	42,900
Legacy LCC	Welsh Govt	150,000
Legacy Prevention & Wellbeing	Welsh Govt	76,000

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

7 OCTOBER 2020

REPORT OF THE CHIEF EXECUTIVE

USE OF THE NAME PICTON IN STREET NAMES AND BUILDINGS THROUGHOUT BRIDGEND COUNTY BOROUGH – UPDATE REPORT

1. Purpose of report

The purpose of this report is to provide Cabinet Committee Equalities with information on the use of the name Picton in street names and buildings across Bridgend County Borough.

2. Connection to corporate well-being objectives / other corporate priorities

2.1 The Strategic Equality Plan sets out our objectives to comply with the Equality Act 2012 and the Public Sector Equality Duty general duties:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity and;
- Foster good relations between people who share a protected characteristic and those who do not.

2.2 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

3.1 The Equality Act introduced a General Duty for public bodies to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity and;
- Foster good relations between people who share a protected characteristic and those who do not.

3.2 The Equality Act also introduced specific duties which include:

- Setting Equality Objectives and publishing a Strategic Equality Plan;
- Ensuring it engages with people who have an interest in how the Council's decisions affect them and;
- Carrying out Equality Impact Assessments and publishing the results if there is a substantial impact on the Council's identified.

3.3 An initial report was presented to Cabinet Committee Equalities on 24 August 2020, which recommended that further research be undertaken by a local historian. The report also recommended that Cabinet Committee Equalities await the outcome of the Welsh Government audit of Wales' historic monuments and statues, and the names of streets and public buildings before further consideration is given to action needed within the county borough.

3.4 This report outlines progress made since the last report.

4. Current situation / proposal.

4.1 Streets named 'Picton' in Bridgend County Borough

Bridgend:

Street name	Number of properties
Picton Gardens	61
Picton Avenue	9
Picton Close	9

Porthcawl:

Street name	Number of properties
Picton Avenue	48
Middleton Court, Picton Avenue	60

Kenfig Hill:

Street name	Number of properties
Picton Street	39

Nantyffyllon:

Street name	Number of properties
Picton Place	18
Picton Street	116

4.2 We are currently working with the following organisations to establish capabilities to carry out further research:

- The Royal Commission
- Glamorgan Archives
- Two independent historians

4.3 Welsh Government have commissioned an audit of Wales' historic monuments and statues, and the names of streets and public buildings, and identify those sites and names that are associated with the history of black communities in Wales, and in particular the slave trade.

Two meetings have been held and the group aim to present the audit and accompanying narrative report to the First Minister by the end of October 2020. This report will be used to inform a second stage of the project that will identify appropriate responses to the information gathered by the audit. Welsh Government will appoint a task and finish group to carry out the second stage of this work.

4.4 Carmarthenshire County Borough Council have published a Public Memorials Consultation. The survey asks for views and comments, in particular on the monument to General Thomas Picton in Carmarthen Town.

The survey asks (extracted from survey):

Do you think Carmarthenshire County Council (and key partners) need to take any steps in response to the recent public discussion about the Sir Thomas Picton monument?

If respondents answer Yes, they are then asked 'What steps do you think should be taken?'

If respondents answer No, they are then asked 'What comments do you wish us to consider?'

The consultation period is 21 August to 30 September 2020.

5. Effect upon policy framework and procedure rules

5.1 The report has no direct effect upon the policy framework or procedure rules but supports the council's statutory duties in relation to equalities and human rights.

6. Equality Impact Assessment

6.1 This is an information report to Cabinet Committee Equalities therefore an Equality Impact Assessment is not required at this stage. Further consideration may be given following the outcome of the Welsh Government audit of Wales' historic monuments and statues, and the names of streets and public buildings.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report. Further consideration may be given following the outcome of the Welsh Government audit of Wales' historic monuments and statues, and the names of streets and public buildings.

8. Financial implications

- 8.1 There would be significant financial implications for the local authority and residents associated with changing street names which would include changes to street signage, legal fees and consultation costs. The exact costs would be unknown until the extent of any changes are determined.

9. Recommendation

- 9.1 That Cabinet considers the update report and awaits research from a local historian and the outcome of the Welsh Government audit before further consideration be given to actions that may need to be taken within Bridgend County Borough.

Mark Shephard

Chief Executive

Date: 7 October 2020

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Background papers:

Use of the name Picton in street names and buildings throughout Bridgend County Borough – 24 August 2020

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

7 OCTOBER 2020

REPORT OF THE CHIEF EXECUTIVE

EQUALITY IMPACT ASSESSMENTS - ANNUAL REVIEW 2019/2020

1. Purpose of report

- 1.1 The purpose of this report is to provide members with an annual update on the council's requirement to undertake Equality Impact Assessments (EIAs), an overview of the council's approach to EIAs and an outline of EIAs undertaken in Bridgend County Borough Council (BCBC) service areas in 2019/20.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales - one of which relates to assessing the impact of policies and practices.

- 2.2 Undertaking EIAs assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

Helping people and communities to be more healthy and resilient

– taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

Smarter use of resources – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help deliver the Council's well-being objectives.

3. Background

- 3.1 The Equality Act 2010 sets out a general duty that, as a public body in Wales, BCBC is required to have due regard in its decision making processes (including financial decisions) to three factors:

- To eliminate unlawful discrimination, harassment and victimisation;
- To advance equality of opportunity, and;

- To foster good relations between people who share a protected characteristic and those who do not.

3.2 Reports on assessments must set out in particular:

- the purpose of the policy or practice that is being assessed;
- a summary of the steps taken to carry out the assessment, including consultation and engagement;
- a summary of the information used in the assessment;
- results, and any decisions taken in relation to those results.

3.3 In addition, when assessing the impact on protected characteristic groups, listed authorities must:

- comply with the engagement provisions;
- have due regard to any relevant information held.

4. Current situation

EIAs – an overview

4.1 The EIA is a tool to assess whether new (or changes to existing) policies/services/functions, or the removal of services, could impact on different sectors of society in different ways.

EIAs help the council make better decisions, identify how services can be more accessible or improved and consider the nine protected characteristics as well as the impact on the Welsh language.

4.2 Assessing the impact of proposed changes to policies and strategies is not just something the law requires, it is an opportunity to ensure decisions are based on robust evidence and that they:

- include a consideration of actions that would help to avoid or mitigate any impact on individuals or groups;
- are based on evidence;
- are transparent;
- record the equality considerations that have been taken into account.

4.3 The Welsh Language Standards require us to consider:

- whether a policy-related decision could have a positive or negative impact on opportunities for people to use Welsh;
- if we are treating Welsh and English equally;
- ways to demonstrate how positive effects could be increased;
- how any identified adverse effects could be decreased.

Questions related to this were added into the EIA toolkit in 2016 as an existing assessment tool rather than creating an additional impact assessment.

- 4.4 It is important to recognise that our duty to eliminate discrimination is a continuing one. It cannot be exercised once and for all, but must be continually revisited and borne in mind, therefore the EIA should be revisited as policies change and are reviewed.
- 4.5 The lead person drafting or reviewing a policy or strategy within the service area is responsible for conducting the EIA. EIA screenings should be retained by the service area, referenced and summarised in the equalities section of the relevant cabinet report. Where a full EIA is needed this should be included as an appendix to the report.
- 4.6 The EIA toolkit will be revised in readiness for the implementation of the socio-economic duty in March 2021, to include guidance for officers on the socio-economic duty and when this needs to be considered.
- 4.7 The administration of the EIA processes will also be reviewed, and consideration given to an online assessment process to assist in the collation and publication of data. Currently full EIAs are linked to Cabinet reports and as such become public documents. All EIA screenings are retained by the service area.

EIA training

- 4.8 An e-learning module continues to be available for employees which provides an overview of EIAs, their role in improving services and a guide to conducting them. At the end of the module, staff have an opportunity to complete an EIA and compare this against an already completed version to assess how the module has assisted in terms of knowledge and understanding.
- 4.9 During the period February 2019 to March 2020, 18 council employees completed EIA training (via e-learning) per the following table:

Directorate	Completions
SS & WB	9
Communities	2
Education and Family Support	5
Chief Executive	2
Total	18

To date 225 council employees have completed the EIA e-learning module.

EIAs undertaken in 2019/2020

- 4.10 Between February 2019 and March 2020, eight full EIAs were undertaken and accompanied Cabinet reports and these are listed in Appendix 1.
- 4.11 68 EIA screenings were undertaken during this period and these are listed in Appendix 2. These screenings were referenced in the relevant Cabinet report/s and indicated that the policy/ies being assessed could either be “screened out” or would require a full EIA to be undertaken.

Where full EIAs are needed the following timeframes apply:

- Within six months or before approval of policy (high impact);
- Within one year of screening (medium impact);
- Within three years of screening (low impact).

5. Effect upon policy framework & procedure rules

- 5.1 As this is an information report, there are no proposed changes to the policy framework and procedure rules.

6. Equality Impact Assessment

- 6.1 The report provides the committee with information which will positively assist in the delivery of the authority’s equality duties.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

- 8.1 There are no financial implications identified as this is an information/update report

9. Recommendation

- 9.1 That the Cabinet Equalities Committee notes the progress made in the council during 2019/2020 in the completion of Equality Impact Assessments, the progress made with training (e-learning and development of face to face training) and the review of the administration processes to support service areas.

Mark Shephard
Chief Executive
Date: 7 October 2020

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Background papers: None

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Appendix one - Full Equality Impact Assessments undertaken between February 2019 and March 2020

	EIA name:	Date:
1.	Outcome of the consultation for on the proposal to establish provision for pupils with additional learning needs (ALN) at Ysgol Gynradd Gymraeg Calon Y Cymoedd	February 2019
2.	Provision for pupils with additional learning needs (ALN) - changes to Betws Primary School	February 2019
3.	Public space protection orders	March 2019
4.	Rationalisation of supported bus services 2019/2020	April 2019
5.	Playing fields, outdoor sports facilities and parks pavilions	October 2019
6.	Bridgend Shopmobility scheme	January 2020
7.	Medium Term Financial Strategy (MTFS) 2020-21 To 2023-24	February 2020
8.	Playing fields, outdoor sports facilities & parks pavilions and community asset transfer	February 2020

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Appendix 2 - Initial Screening Equality Impact Assessments undertaken between February 2019 and March 2020

	EIA name:	Date:	Type:	Impact:
1.	Amendment to the school admissions policy and arrangements 2019-2020	February 2019	Screening	Screened out
2.	Bridgend County Borough Council Corporate Plan 2018-2022 reviewed for 2020-21	February 2019	Screening	Ongoing
3.	School Admissions Policy and Arrangements 2020-21	February 2019	Screening	Screened out
4.	Treasury Management and Capital Strategies 2019-20 Onwards	February 2019	Screening	Ongoing/area specific
5.	Local area energy strategy & smart energy plan	February	Screening	Ongoing
6.	Appointment of local authority governors	February 2019	Screening and wellbeing assessment	Screened out
7.	Brexit update and risk register	March 2019	Screening	Screened out
8.	Children's social care – university support packages for care leavers	March 2019	Screening	High priority
9.	Young Person enabling transition service	March 2019	Screening	Screened out
10.	Proposed disaggregation of youth offending services from the Western bay arrangements	March 2019	Screening and wellbeing assessment	Low priority
11.	Invitation of tenders for home-to-school bus service contracts	March 2019	Screening	Screened out
12.	Child & Adolescent Mental Health Service	March 2019	Screening	EIAs will be area specific
13.	School Modernisation Band B	March 2019	Screening	EIAs will be area specific

14.	Supported Accommodation for Care Leavers	April 2019	Screening	Screened out
15.	Enforcement policy for the issuing of fixed penalty notices for environmental offences	April 2019	Screening	Screened out
16.	Community recycling centre opening times	April 2019	Screening	Screened out
17.	Smart energy plan – domestic energy efficiency project	April 2019	Screening	Screened out
18.	A report on the duty to secure sufficient play opportunities for children and young people in Bridgend county borough	April 2019	Screening	Screened out
19.	Welsh Government Childcare Offer	April 2019	Screening	Screened out
20.	Childcare Sufficiency Review (CSA)	April 2019	Screening	Screened out
21.	Local toilet strategy	May 2019	Screening and wellbeing assessment	Screened out
22.	Pencoed recreation ground pavilion	May 2019	Screening	Screened out
23.	Potential Re-location of Local and Family History Service from Ty'r Ardd	May 2019	Screening	Screened out
24.	Mobile Library Service provision	May 2019	Screening	Screened out
25.	Targeted regeneration investment (tri) programme implementation	June 2019	Screening	Screened out
26.	Suspension of contract procedure rules for home-to-school bus service contracts	June 2019	Screening	Screened out
27.	Post-16 ALN Review	June 2019	Screening	Ongoing consultation
28.	Appointment of local authority governors	June 2019	Screening	Screened out
29.	Governance changes of valleys to coast association (v2c) board	July 2019	Screening	Low priority
30.	Valleys regional park	July 2019	Screening	Screened out
31.	Dying to work campaign	July 2019	Screening	Screened out
32.	Welsh-Medium Childcare – Bettws and Ogmere Valley	July 2019	Screening	Screened out

33.	Learner travel efficiencies	July 2019	Screening	Ongoing consultation
34.	Capital programme update - quarter 1 2019-20	July 2019	Screening	Ongoing/area specific
35.	Estyn Inspection – Post Inspection Action Plan	August 2019	Screening	Screened out
36.	Re-commissioning supported living services	August 2019	Screening	Screened out
37.	Pupil deprivation grant (PDG) - access grant 2019-20	September 2019	Screening	Screened out
38.	Valleys regional park – award of funding in relation to the Valleys regional park discovery gateways capital grant 2019- 2021	September 2019	Screening	Screened out
39.	Suspension of council’s contract procedure rules and award of Contracts for domestic abuse services	September 2019	Screening	Screened out
40.	School crossing patrols	September 2019	Screening	Low priority
41.	Service level agreement between Bridgend county borough council and g4s care and justice services (UK) limited invisible Walls wales	September 2019	Screening	Screened out
42.	Social services representations and complaints annual report 2018/19	September 2019	Screening	Screened out
43.	Invisible Walls Wales Service Level Agreement	September 2019	Screening	Screened out
44.	Appointment of local authority governors	September 2019	Screening	Screened out
45.	Supported Living Framework Service Provider Contracts	September 2019	Screening	Screened out
46.	Guaranteed interview scheme for veterans	October 2019	Screening	Screened out
47.	Capital energy investment project and corporate landlord energy and carbon strategy	October 2019	Screening	Low priority
48.	Homelessness strategy 2018-2022	November 2019	Screening	Screened out

49.	Environmental enforcement policy	November 2019	Screening and wellbeing assessment	Screened out
50.	Valleys task force empty homes grant	November 2019	Screening	Low priority
51.	Review of post-16 provision across Bridgend (phase 4 report)	November 2019	Screening and wellbeing assessment	Ongoing consultation
52.	Community learning grant – East hub	November 2019	Screening	Screened out
53.	Appointment of local authority governors	November 2019	Screening	Screened out
54.	Empty property strategy	December 2019	Screening	Screened out
55.	Welsh government foundational economy challenge fund	December 2019	Screening	Screened out
56.	Outcome of the consultation ‘shaping Bridgend’s future’	December 2019	Screening	Ongoing consultation
57.	Licensing act 2003 Statement of licensing policy and cumulative impact assessment	December 2019	Screening	Screened out
58.	Additional Learning Needs (ALN) grant	December 2019	Screening	Screened out
59.	Re-development of Maesteg town hall	January 2020	Screening	Screened out
60.	Work experience placements for service personnel leaving the armed forces	January 2020	Screening	Screened out
61.	School Modernisation Programme: Band B	January 2020	Screening	Screened out
62.	Appointment of local authority governors	January 2020	Screening	Screened out
63.	Treasury management and capital strategies 2020-21 onwards	February 2020	Ongoing/area specific	Ongoing/area specific

64.	Proposal to pilot the early childhood education and care (ECEC) initiative	February 2020	Screening	Ongoing consultation
65.	Coastal protection engineering works to western breakwater and Eastern promenade, including Rych point, Porthcawl	February 2020	Screening	Screened out
66.	Early Childhood Education and Care	February	Screening	Ongoing/area specific
67.	Development of strategic equality plan 2020 - 2024	March 2020	Screening	Ongoing/area specific
68.	Learner Travel Consultation	March 2020	Screening	Ongoing consultation

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

7 OCTOBER 2020

REPORT OF THE CHIEF EXECUTIVE

STRATEGIC EQUALITY PLAN ACTION PLAN REPORT (UPDATE ON WORK UNDERTAKEN BY DIRECTORATES IN THE LAST 12 MONTHS)

1. Purpose of report

- 1.1 To provide Cabinet Committee Equalities with an update on progress made in delivering the Strategic Equality Plan (SEP) 2016 - 2020 during 2019/2020. This is the fourth and final annual review for this plan.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 The 2016-2020 SEP is a statutory plan that impacts on the whole of the council. It outlines seven equality objectives, namely:

1. Transportation;
2. Fostering good relations and awareness raising;
3. Our role as an employer;
4. Mental health;
5. Children;
6. Leisure, arts and culture;
7. Data.

- 2.2 This report assists in the achievement of the following corporate well-being objectives under the Well-being of Future Generations (Wales) Act 2015:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 Following public consultation the council's SEP (2016-2020) was approved by

Cabinet on 15 March 2016.

- 3.2 Further consultation with the public and local equality and diversity groups took place during May and June 2016 in order to develop the action plan which would support achievement of the seven objectives in the SEP over the four year period. Key/ lead officers were consulted regarding the development of meaningful and achievable actions within their respective services. The final action plan is a live document and contains 47 actions and was approved by Cabinet Committee Equalities in July 2016. The action plan is attached as a background document to this report (appendix one).
- 3.3. Cabinet Committee Equalities have received three updates on progress. Progress during 2016/17 was presented in the committee meeting in July 2017, progress during 2017/18 was presented in July 2018 and progress during 2018/19 was presented in July 2019.

4. Current situation / proposal

- 4.1 Progress for 2019/2020 is documented in appendix one. Key points to note are:

a) Transportation

- 112 junctions were treated at various locations throughout the borough and had dropped kerbs installed.
- A mystery shopper exercise was carried out by our enforcement team to fact find on driver behaviour and attitudes when carrying passengers using wheelchairs in Bridgend. While no issues of concern were found the exercise will be repeated to build up a fuller picture of customer experiences.
- Operator telephone numbers now appear on the published list of wheelchair accessible vehicles.
- Bridgend Community Transport (BCT) vehicles are specially adapted for passengers with additional mobility needs. Passenger numbers on BCT's Town Rider service is increasing by approximately 15% each year.

b) Fostering good relations and awareness raising

- During 2019/2020 regular Hate Crime awareness sessions have taken place across the County Borough. A total of 82 sessions took place in which we engaged with 1881 people.
- During Hate Crime awareness week joint South Wales Police and BCBC events were held in Bridgend, Garw Valley, Ogmore Valley, Porthcawl, Pyle, Brackla, Maesteg, Caerau, Pencoed, Sarn, Ynysawdre and Bryntirion.
- BCBC has promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:
 - Foster care fortnight 2019
 - International Women's Day
 - Wartime Bridgend
 - Armed Forces day
 - Shwmae Sumae day
 - Welsh Language Rights day

- Changing Places awareness day
- Step out for stroke
- Pride Cymru 2019
- Olympage games 2019
- Hate Crime awareness week 2019,
- White ribbon campaign
- LGBTQ+ Adoption and Fostering Week
- BCBC marked Holocaust Memorial Day 2020 with public event, held at the Sony Theatre, Bridgend College. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust was 'Stand Together' and aimed to encourage attendees to stand together with their friends, colleagues and neighbours to speak out against oppression.
- Following a series of meetings between WLGA, Community Cohesion Coordinators and preferred providers for delivering hate crime projects, a number of schools in Bridgend were identified on the basis of analysis on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison officers.
The five schools identified were:
 - Brynteg School
 - Bryntirion Comprehensive School
 - Coleg Cymunedol Y Dderwen
 - Maesteg School
 - Pencoed Comprehensive School
- To date over 4,900 employees have completed the training module on violence against women, domestic abuse and sexual violence.

c) Our role as an employer

- 26 front line employees attended LGBTQI awareness training delivered by Stonewall.
- The EIA e-learning module continues to be available for employees, 18 managers undertook this training during 2019/20.
- The Access to Work scheme is promoted to all employees and included in the corporate induction protocol. New starters are supported to make application as and when appropriate.
- The wide range of resources available to employees and elected members via the Employee Assistance Programme and delivered by Care First have been widely and regularly promoted.
- Additional resources provided to support employees during the COVID-19 pandemic have been promoted on a weekly basis via a dedicated 'COVID-19 Employee Wellbeing' intranet page. This has included access to daily webinars.

d) Mental health

- This is the first year of working in a new region and developing new regional partnerships with the Health Board and Local Authorities. A number of discussions and workshops have taken place to establish the ongoing service and operational models of support across the services including support for carers and families.

- In Bridgend there has been extensive engagement and consultation undertaken with service users, families and stakeholders to develop and implement the new service model for carers, which focuses on voice, choice and control for individuals.
- Progress continues to be made across Social Services with the information, advice and assistance service via the MASH for children's and the Common Access Point for adults. In adults this is being prioritised via the availability of Welsh Government transformation fund. This will enable the further development of this service over an extended period.
- The Bridgend Carers Wellbeing Service continues to develop in the county borough and the service continues to support carers through pre-emptive information advice and support Partnership working continues and a performance framework is being developed.
- BCBC and BAVO are active in the regional social prescribing network across Cwm Taf Morgannwg region.

e) Children

- Updates on the progression and well-being of families under the Syrian Refugee Resettlement programme discussed with SWP Hate Crime Officer weekly, Taf Housing and ESOL Lecturer at Bridgend College. Regular engagement with community leader at the local Mosque, to help ensure the wellbeing of Syrian families that are part of the congregation.
- The Local Authority ensures that each respective schools Anti-Bullying Policy is in date, and where incidents are raised by members of the public, that schools have acted in accordance to their policies.
- Show Racism the Red Card have delivered workshops in schools throughout the county, promoting an anti-bullying and anti-racism message. The sessions included a resource pack that we can share with other schools (post session delivery). Sessions included critical thinking, conflict resolutions and unconscious bias.

f) Leisure, arts and culture

- Discovery and after school programmes supported 70 households with children/young people with additional needs to access community opportunities.
- Continued growth of opportunities for older adults, carers and people living with dementia via dementia swimming, dance, creative activities. Both Halo and Awen are supporting these programmes.
- Halo Leisure have worked with parents and carers of children/young people with autism have developed an autism friendly swimming programme.
- Joint working has taken place between Halo Leisure and Bridgend Carers Centre to better understand the wellbeing needs of carers. Awen have supported the Carers choir ongoing development and also collated podcast information.
- The active young people programmes operated in partnership with schools have continued. There has been a focus on the impact of disadvantage and gender on participation. New models have been developed supporting girls, young carers and looked after children.

- Awen have continued to operate the Hynt scheme providing free access for carers.
- Following the reduction in Welsh Government Free Swimming investment for the over 60's the Access to Leisure scheme has provided low cost continued access to a broader range of activities. Circa 400 older adults have taken up a membership related offer.
- Work commenced on the redevelopment of Maesteg Town Hall and co-location of services recognising changing places accessibility requirements.
- An Ageing Well calendar has been created featuring wellbeing advice, partnerships and services and 4000 copies have been distributed.

g) Data

- Equality monitoring continues to be included in all public consultations. Relevant information is shared with services to help inform their EIA.
- In 2019/2020 we engaged with over 18,000 residents across the County Borough through a range of consultations and engagement sessions.
- Public consultation respondents continue to be asked if they would like to be informed of the outcome of consultations, and where relevant information is shared when the consultation report is publically available.
- Details of consultations, outcomes and next steps are shared on the closed consultation page of the website.
- As a result of the formal complaints process, four equality monitoring forms have been processed.
- Equalities data is gathered for all new employees and we continue to promote the employee self-service system to encourage existing staff to complete/update their personal data.
- Between February 2019 and March 2020 the council produced eight full EIAs and 68 EIA screenings. An Equality Impact assessment annual report continues to be presented to Cabinet Committee Equalities.

5. Effect upon policy framework & procedure rules

5.1 The report has no direct effect upon the policy framework or procedure rules.

6. Equality Impact Assessment

6.1 Following the consultation in 2016, a full EIA was undertaken which highlighted that the SEP and associated action plan will have a positive impact on most of the protected characteristic groups. As this is an information report, no further EIA is required at this time.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

8.1 Any financial implications described within the SEP action plan will be met from within existing directorate budgets.

9. Recommendation

8.1 That Cabinet Equalities Committee receives and considers this report and appendix.

Mark Shephard

Chief Executive

Date: 7 October 2020

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Background papers:

Appendix one SEP action plan update 2019-2020

Bridgend County Borough Council
Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr



www.bridgend.gov.uk



Strategic Equality Plan 2016 – 2020

Action Plan Update 2019/2020

Objective 1: Transportation					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update
Increase provision of raised kerbs at bus stops	Where bus stops feature as a part of highways works, new developments or an infrastructure review, we will endeavour to ensure that raised kerbs are provided.		There have been no developments during this period which include bus stops reviews. The plans for 2018-19 do include bus stop improvements (including raised kerbs)	A survey of all bus stops has been carried out to assist in future bids for funding of improvements	Of the 870 bus stops in the county borough, 322 have high access kerbs. There have been 2 No. existing bus stops which have been enhanced with the installation of high access kerbs.
Progress the implementation of our dropped kerb programme	Where highway works, new developments or infrastructure redevelopments are undertaken, we will endeavour to ensure that, where possible, dropped kerbs are included.	66 dropped kerbs were installed in 2016/17 as follows: <ul style="list-style-type: none"> • 46 new developments • 4 BCBC maintenance works 	92 junctions were treated at various locations throughout the borough. For new developments two streets have been adapted in 2017/18 and they required two pairs	50 junctions were treated at various locations throughout the borough and had dropped kerbs. New Developments :- 40No. BCBC program :-	112 No. junctions were treated at various locations throughout the borough and had dropped kerbs installed. New Developments :- 35No.

		<ul style="list-style-type: none"> 16 BCBC works for third parties 	<p>of pedestrian aids. For new developments two junctions were created.</p> <p>Existing highway network pedestrian aids introduced at 92 junctions.</p>	<p>9No.</p> <p>1No. Introduced by Third party (e.g. Town Council)</p>	<p>BCBC program :- 72No.</p> <p>5 No. Introduced by Third party (e.g. Town Council)</p> <p>29 No. Locations were also altered on behalf of a Town Council to remove the raised kerb at private household vehicular accesses.</p>
<p>Increase the number of wheelchair accessible taxis</p>	<p>We will liaise with our taxi licensing department and the taxi trade to consider whether more can be done to increase the number of wheelchair accessible taxis in Bridgend County Borough.</p>	<p>52 vehicles are currently licensed and operating within Bridgend County Borough, including hackney carriages (immediate hire) and private hire (pre-booking only). These are operated by</p>	<p>The list of designated vehicles was published on the council website on 1 April 2018. We have been advised of the Welsh Government consultation on reforming taxi legislation in Wales. An update will be provided to</p>	<p>Officers of the Licensing Department recently met with Bridgend residents who require Wheelchair Accessible Vehicles (WAVs), to see what steps could be taken to improve provision for passengers in wheelchairs.</p>	<p>A Mystery Shopper exercise was carried out by our enforcement team to fact find on driver behaviour and attitudes when carrying passengers using wheelchairs in Bridgend.</p>

		<p>Village Bus and Taxi; Peyton Travel; Easyway; 3A's Maesteg; G & S Travel and Welshbreakers.</p>	<p>CEC once Welsh Government has published more detailed proposals.</p>	<p>Following the meeting the department wrote to all WAV proprietors to ask if their direct details could be shared. The department will also invite the main operators and wheelchair passengers to meet to discuss if anything further can be done to improve services for passengers in wheelchairs.</p> <p>The Welsh Government published a White Paper in December 2018 which included a consultation that ended 27 March 2019. There have been no further publications since</p>	<p>No issues of concern found but the exercise will be repeated to build up a fuller picture of customer experiences.</p> <p>Operator telephone numbers now appear on the published list of wheelchair accessible vehicles.</p>
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				the consultation. An update will be provided to Cabinet Equalities Committee once Welsh Government has published more detailed proposals.	
Work towards a more integrated bus network by supporting the provision of community transport	We have a Bridgend Community Transport (BCT) strategy in place and we will continue to encourage BCT to make applications for grant funding to introduce new routes and improve the frequency of existing routes. The council meets the BCT Business Development Manager to monitor progress and the increase in miles travelled as a result of the grant funding.		£85,029.00 from Welsh Government grant was provided towards Bridgend Community Transport. We continue to work with the operator to increase usage and services, especially services where some supported or commercial routes have been reduced. Bridgend Community Transport provide	Welsh Government grant in 18/19 was £84,934.32p for community transport. The use of community transport is a vital component in transport provision around the County Borough and can provide assistance to communities where other bus services have	BCT awarded £87,000.00 from the Welsh Government's BSSG funding for 19/20. Community Transport continues to play a vital role in transport provision around the County Borough and provides assistance to communities where other bus services have

			an annual report which includes expenditure and service delivery.	been reduced or moved	been reduced or removed. Vehicles are also specially adapted for passengers with additional mobility needs. Passenger numbers on BCT's Town Rider service is increasing by approximately 15% each year.
Work with transport providers to monitor equality related complaints and devise systems to report abuse experienced or witnessed on buses, as well as ensuring their employees are aware of and are sensitive to equality issues	We will request that the Bridgend Equality Forum becomes a member of the First Cymru Customer Panel to feed in any equality related issues and concerns the forum becomes aware of. We will also encourage all bus operators in Bridgend County Borough to raise awareness on buses of hate crime and hate crime reporting, and	This has been requested however the First Cymru Customer Panel (Bridgend and Neath Port Talbot) has not met since July 2015. It is believed that a panel will be set-up soon.	Work to re-establish the First Cymru Customer panel is ongoing. All complaints are dealt with in line with BCBC procedures for complaints.	First Cymru are still trying to establish their Customer panel. All complaints are dealt with in line with BCBC procedures for complaints.	First Cymru are still endeavouring to re-establish a Customer Panel meeting. However, a management restructure and COVID-19 has delayed the discussions about future Customer Panel meetings. All complaints are dealt with in line with BCBC

	use/support Bus Users Cymru campaigns.				procedures for complaints.
Provide DDA compliant routes as part of our Active Travel scheme	We will ensure that we undertake robust and meaningful stakeholder consultation and engagement, and use the information to support the development of DDA compliant routes.	An active travel route was provided as part of the Ford Access Road scheme and a further route created to serve Croesty Primary and Pencoed Comprehensive schools. The schools, a local community group and council officers were consulted.	<p>National Cycle Network Route 885 – Phase 2. The scheme designs were presented to the Bridgend Equalities Forum for comment prior to being finalised. Any suggestions were incorporated in the final design.</p> <p>Croesty Primary and Pencoed Comprehensive School Safe Routes in Communities – Phase 2. The scheme was designed following consultation with pupils of both schools, as well as local stakeholders including local residents and the Community</p>	Works continues in the development of active travel routes within Bridgend. In 18/19 the Croesty primary phase 3 routes was completed along with Phase 2 of NCN 885 and Partial completion of Newton Primary Phase 1 in Porthcawl.	Active travel consultation is now complete and the plan and maps were approved by Welsh Government these have been published on the BCBC and Welsh Government websites.

			Access Group which reported to Pencoed Town Council.		
Assess routes to school as part of our Learner Travel Safer Routes work and work towards improving road safety around schools	We will ensure that, with the reduction in home to school transport provision, regular risk assessments of routes to school are undertaken to assess elements such as pavement widths and any social danger.	Physical assessments have been undertaken at Pencoed and Maesteg secondary schools and the assessment at Cynffig secondary school is currently underway	Ongoing consultation on review of learner travel. Consultation has concluded on Pencoed and Maesteg clusters with 667 responses and 523 responses received respectively.	All initial assessments have been carried out for learner Travel Safer Routes for school catchments.	All routes have been assessed and with the sponsor (Education), CPE team assess and monitor all roads in vicinity of schools within the Authority for parking contraventions with foot patrols and use of mobile enforcement vehicle on a rota basis and identified 'hot spots'
Objective 2: Fostering good relations and awareness raising					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update
Continue with promoting	We will demonstrate our support for local,	BCBC has promoted	BCBC has promoted	BCBC has promoted	BCBC has promoted

<p>awareness campaigns around protected characteristics and advertising/attending events e.g. Cardiff Mardi Gras</p>	<p>national and international awareness raising campaigns such as LGBT History Month, International Women's Day and Step out for Stroke etc by sharing information relating to these events and, where relevant, holding/attending local events. We will also promote events and campaigns via social media.</p>	<p>campaigns via Twitter, Facebook and the BCBC website, including Bisexuality Day, World Mental Health Day, White Ribbon Day, Holocaust Memorial Day, LGBT History Month, LGBT Fostering Week, St. David's Day, Action on Stroke Month and IDAHOT Day (the annual international day against homophobia and transphobia).</p>	<p>campaigns via Twitter, Facebook, Instagram and the BCBC website, including International Women's Day, Urdd National Eisteddfod, Foster care fortnight 2017, LGBT Fostering Week, St. David's Day, St Dwynwen's day, Holocaust Memorial Day, 100 years since women won the right to vote, LGBT history month, Chinese new year, White Ribbon campaign, Fuel Poverty Awareness Day, Dementia friendly areas, apprentice week, St Patricks, World Social Work Day, International Day for the Elimination of</p>	<p>campaigns via Twitter, Facebook, Instagram and the BCBC website, including International Women's Day, Foster Care fortnight 2018, Pride Cymru 2018, Holocaust Memorial Day, Dementia Awareness week, New Welsh-medium provision for pupils with autism, St David's Day, Dementia friendly communities, Apprenticeship week, Pencoed autism school, Urdd 2018, International Day for the Elimination of Racial Discrimination, Step out for</p>	<p>campaigns via Twitter, Facebook, Instagram and the BCBC website, including Foster care fortnight 2019, Roots street festivals, International Women's Day, Wartime Bridgend, Bridgend Festival, Mental health awareness week 2019, Dementia friendly communities, Off Duty carers choir event, Eid Mubarak, Welsh provision at Calon Y Cymoedd for kids with autism, apprenticeship week, Festival of learning, Fostering throughout year,</p>
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			<p>Racial Discrimination. International awareness day for epilepsy. IDAHOT Day (the annual international day against homophobia and transphobia). World Mental Health Day.</p>	<p>Stroke, Mayor's Citizens awards 2018, Mini Olympage events, Dementia Awareness week 2018, Carers week, Ras yr Iaith - race for welsh language, Eid al-Adha, International Day of Older Persons, Mental Health Day 2018, Hate Crime awareness week, National adoption week, National safeguarding week, Remembrance day, 100 years since the end of WW1, White ribbon campaign, carers rights day, International Migrants day, St Dwynwen's day, LGBT History Month.</p>	<p>#Worldwellbeing week, Armed forces day, urdd schools out events, Bridgend show (my account, consultation and free childcare provision), summer mentor bro ogwr welsh language play schemes, St Dwynwen's Day, Eisteddfod Urdd, Shwmae Sumae day, Welsh language rights day, Welsh medium booklet, Celebrate 70 years of Welsh medium education in the Llynfi Valley, St Davids Day, The welsh rockability fair, changing places awareness day, Step out for</p>
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					stroke, Pride cymru 2019, Mayors citizenship award 2019, Apprenticeship week, Mini Olympage events, Olympage games 2019, Moving more often dementia support events, International Day of Older Persons 2019, Hate Crime awareness week 2019, world red card day 2019, Mental Health Day 2019, National adoption week 2019, Remembrance day, White ribbon campaign, carers rights day, LGBT History Month, LGBT fostering, 20 reasons to foster campaign,
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					<p>inclusive surf club, food and fun programme, We care wales campaign, world suicide prevention day 2019, Everyday Ageism 2019, National stress awareness day 2019, National safeguarding week 2019, Carers rights day 2019, Time to talk day campaign, EU citizen settlement scheme info sessions, LGBTQ+ adult peer support group, LGBTQ+ Adoption and Fostering Week</p>
<p>Ensure we mark Holocaust Memorial Day</p>	<p>We will ensure that our annual Holocaust Memorial Day (HMD) event recognises that the victims of the holocaust were not</p>	<p>The theme of HMD 2017 was 'How can life go on?' asking people across the world to</p>	<p>The theme of HMD 2018 was 'The power of words' which explores how language has been used in the</p>	<p>The theme for HMD 2019 was 'torn from home', which aimed to encourage attendees to</p>	<p>BCBC marked Holocaust Memorial Day 2020 with public event, held at the</p>

	<p>restricted to the Jewish Faith. We will ensure that our HMD events reflect international, national and local themes.</p>	<p>think about what happens after genocide and our responsibilities in the wake of such crimes.</p> <p>BCBC marked this with a public event - in partnership with Bridgend College - to remember the victims of the Nazi persecution and subsequent genocides. BCBC's special guest was Antoinette Mushimiyimana, a survivor of the 1994 Rwandan genocide and for the first time at a HMD event, Rabbi Michael Rose recited a Jewish prayer.</p>	<p>past, and how it is used in the present day.</p> <p>BCBC marked this with a public event - in partnership with Bridgend College - to remember the millions of Lives lost recognition during the Holocaust and Nazi Persecution. BCBC's special guest was Eric Murangwa Eugene a Rwandan survivor of the 1994 Genocide against the Tutsi and former Rwandan International football player who founded two charitable organisations Football for Hope, Peace and Unity (FHPU) and</p>	<p>reflect on how the enforced loss of a safe place to call home is part of the trauma faced by anyone experiencing persecution and genocide.</p> <p>BCBC marked the event with a poignant public event, held at the Sony Theatre, Bridgend College.</p> <p>Members of the public joined local AMs, staff from South Wales Police, members of the local community, pupils from local secondary schools and Bridgend College students to remember the victims and honour the</p>	<p>Sony Theatre, Bridgend College. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust was 'Stand Together' and aimed to encourage attendees to stand together with their friends, colleagues and neighbours to speak out against oppression.</p> <p>Members of the public joined the Mayor of Bridgend County Borough, the High Sheriff of Mid Glamorgan, councillors, staff from South Wales Police, members of the Jewish community and pupils from local</p>
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			<p>Survivors Tribune (ST). Rabbi Michael Rose recited a Jewish prayer.</p>	<p>survivors of the Holocaust and subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur.</p> <p>Over 120 people attended the event, which was held in partnership with Bridgend College, to hear special guest, Jean-Paul Samputu, survivor of the 1994 Genocide against the Tutsi in Rwanda, speak movingly about his personal experiences of losing his parents and three siblings during the genocide.</p> <p>The traditional 'Seven Statements of</p>	<p>secondary schools and Bridgend College students to remember the victims and honour the survivors of the Holocaust and subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur.</p> <p>Over 130 people attended the event, which was held in partnership with Bridgend College, to hear special guest, Ganza Gahizi, survivor of the 1994 Genocide against the Tutsi in Rwanda, speak movingly about his personal experiences of losing over 50</p>
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				<p>Commitment' were read by community representatives and a candle of remembrance was lit by Mayor of Bridgend County Borough.</p> <p>In addition, Louise Fuller from Cardiff Reform Synagogue provided a Jewish prayer and pupils from local schools read poems. To close the event, Bridgend College Performing Arts students performed 'I dreamed a dream' from the musical Les Miserable and 'This is me' from the recent hit movie, 'The</p>	<p>members of his family during the genocide.</p> <p>As part of the ceremony, the traditional 'Seven Statements of Commitment' were read by community representatives and a candle of remembrance was lit by Mayor of Bridgend County Borough, Councillor Stuart Baldwin. A twenty second silence was also held to remember the lives that were tragically lost.</p> <p>In addition, Reverend Rachel Wheeler from Bridgend United Church read a prayer in both Welsh and</p>
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				Greatest Showman.'	English. To close the event, Bridgend College Performing Arts students performed 'She used to be mine' by Sara Bareilles and 'Long way from home' from the movie, 'Pretty Woman.'
Raise awareness of hate crime and mate crime amongst our staff, citizens and our partner agencies	We will work with Victim Support to design a hate crime 'train the trainer' session for our staff and partners in Bridgend. Trained staff will deliver three hate crime/mate crime sessions per annum to our staff and partner agencies such as Registered Social Landlords to raise and increase the reporting of hate/mate crime awareness in the county borough.	BCBC Social Care Workforce Development Manager was involved in developing a train the trainer hate crime package. A regional train the trainer workshop was held in February 2017 and Hate Crime Awareness workshops will be held for BCBC and	Regular awareness raising sessions have been across the county at Shopping Centres, offices, bus stations and supermarkets. A series a Hate Crime Awareness Sessions have been held in local schools as well as with Mental Health Matters and the YMCA.	Regular awareness raising activities and events have taken place across the across the County Borough. Through the period of April 2018 – March 2019 there have been 69 awareness tables across the county borough. During 2018/19 we have engaged	For Hate Crime Awareness Week 2019, 4 Public Awareness Tables were held at the following locations: Civic Offices, Pencoed College, Bridgend Bus Station and Bridgend College. Collectively, a total of 67 people were given information at the tables. The online training module,

		<p>partner agencies later in 2017.</p> <p>South Wales Police (SWP) Hate Crime Officer is working with the Jewish community in Bridgend to raise awareness of hate crime and hate crime reporting. SWP continue to attend events such as Bridgend College's Wellbeing Day to promote hate crime awareness. The Hate Crime Officer also links in with School Liaison Officers to promote the hate crime</p>		<p>with approximately 1,392 people at awareness tables.</p>	<p>Hate Crime, continues to be available to staff.</p> <p>A total of 35 employees have completed the hate crime e-learning module.</p> <p>Last Autumn, Welsh Government announced a number of grant funded streams to deal with Hate Crime. Amongst these was a project for work specifically in 100 schools, and its aim was to deliver critical thinking skills and raise awareness of all aspects of Hate Crime in schools, with a focus on Key Stage 3.</p>
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		agenda among young people.			<p>Following a series of meetings between WLGA, Community Cohesion Coordinators and preferred providers for delivering hate crime projects, a number of schools in Bridgend were identified on the basis of analysis on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison officers.</p> <p>The five schools identified were:</p> <ul style="list-style-type: none">• Brynteg School
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					<ul style="list-style-type: none"> • Bryntirion Comprehensive School • Coleg Cymunedol Y Dderwen • Maesteg School • Pencoed Comprehensive School <p>Due to the ongoing Covid-19 pandemic, the sessions have been delayed until a new round of dates can be agreed in the new academic year.</p>
Work with the Community Safety Partnership and South Wales Police to increase the reporting of hate crime	We will work with the Community Cohesion Group to support campaigns such as 'Stop the Hate' and other awareness raising campaigns in the county	SWP Hate Crime Officer is located within Bridgend Community Safety Partnership and	Joint events across the borough during hate Crime Awareness week	Joint events during Hate Crime week (15 to 19 October) were held in :	During the period from April 2019 to Mid-March 2020, CSP employees held 82 Public Awareness Tables at various

	<p>borough's main towns to increase the level of hate crime reporting. Links are established with safeguarding boards (adults and children) on work to tackle hate crime, including across disability hate crime and mate crime. We will also use the taxi forum to raise awareness of hate crime/incident reporting amongst the taxi trade and taxi drivers.</p>	<p>receives referrals from statutory and non-statutory partners. A multi-agency approach is adopted to support victims of hate crime and links to support groups and organisations such as Victim Support. Hate crime is monitored on an immediate basis with patterns and trends being identified with appropriate responses.</p>	<p>Events were also held on International IDAHOTB day on 17 May 2018</p> <p>A limited number of taxi drivers attended the taxi drivers' forum, Therefore we are working with Shared Regulatory Services who will send out hate awareness/reporting information with taxi licence renewal notices, which are sent to every taxi driver in the borough.</p>	<ul style="list-style-type: none"> • Bridgend Civic Centre • Porthcawl • Maesteg • Caerau • Bridgend Bus Station <p>We carried out a Hate Crime leaflet drop to Bridgend Traders.</p> <p>SWP Hate Crime Officer attended the PSB Bridgend Asset Mapping Event on 12 October 2018, which was attended by a range of public and 3rd sector organisations.</p> <p>SWP Hate Crime officer attending the PSB Faith</p>	<p>locations around the County Borough, covering the following areas: Bridgend, Garw Valley, Ogmore Valley, Porthcawl, Pyle, Brackla, Maesteg, Caerau, Pencoed, Sarn, Ynysawdre and Bryntirion. These tables covered a wide range of subjects – general crime prevention subjects, Hate Crime, White Ribbon Campaign, Orange Day (domestic abuse against women), Safeguarding, Stalking Awareness, also, Halloween and Bonfire Night. For National</p>
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				<p>event on 14 November 2018. The event attracted 70 attendees from a range of faith groups and third sector organisations.</p>	<p>Safeguarding Week, 4 tables were held, and during the White Ribbon Campaign fortnight in Nov/Dec, 7 tables were held. The total number of persons reached at all the Awareness tables held during the period from April 2019 to mid-March amounted to 1,881. The majority of these tables held were advertised on Twitter by PCSOs in attendance and some were also advertised by the BCBC Comms Team.</p> <p>Weekly updates with SWP Hate Crime Officer,</p>
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					<p>discussing CTI Reports (Community Tension Incidents Report) and monitoring potential community tensions/hate incidents. Regular discussion on how BCBC and SWP can promote the same messages on hate crime, establishing a unified approach. Tension Monitoring forms sent from Safer Bridgend mailbox to key partners every week (Safer Bridgend part of Community Safety Partnership)</p>
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<p>Increase awareness of domestic abuse issues and support and address violence, abuse and threats to personal safety experienced by people in Bridgend County Borough</p>	<p>We will work with our partners to ensure that Bridgend town retains its White Ribbon Status and will promote annually the November White Ribbon Campaign. We will continue to develop the domestic abuse one-stop-shop (Assia Suite). We will progress the elements contained in Welsh Government's guidance on violence against women, domestic abuse and sexual violence.</p>	<p>The 2016 White Ribbon Campaign involved locating the mobile police station in Bridgend town centre, providing information and raising awareness. Partners included SWP, Victim Support and Calan DVS. White ribbons were handed out to the public and self-referrals were taken. The number of incidents of domestic abuse reported to SWP over the past four years were as follows: 2012/13 2,572</p>	<p>During 2017/18 there were 1126 contacts to the Assia Suite, with 150 agency referrals. Contacts comprised of 973 females and 153 males. 39 people were from a BME background, 77 people described themselves as having a disability.</p>	<p>From April 2018 to March 2019 there were 1268 contacts to the Assia Suite with a total of 308 CYP agency referrals.</p> <p>Contacts consisted of 1027 females and 241 males. There have been 0 transgender contacts within this period. 94 people stated they had a disability.</p>	<p>During the White Ribbon Campaign in Nov/Dec 2019, 7 Public Awareness tables were held by CSP staff at the following locations: Bridgend, Maesteg and Porthcawl. A total of 56 persons engaged. Domestic Abuse is covered on the majority of tables held by the CSP, and is usually emphasised once or twice a month, when tables are held predominantly on the subject of 'Orange Day', a domestic-abuse related campaign begun by the United Nations with a view to</p>
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		<p>2013/14 2,314</p> <p>2014/15 2,973</p> <p>2015/16 2,293</p> <p>During 2016/17 there were 453 referrals to the Assia Suite comprising of 439 females, 12 males and 2 transgender people. 24 people were from a BME background, 109 people had a disability. As at 31 March 2017, 1,802 BCBC employees had completed the VAWSADV e-learning module.</p>			<p>ending cruelty to women and girls worldwide. There were 10 tables where the main theme was Orange Day held during April-mid-March 2019/20, attracting 182 persons.</p> <p>To date over 4,900 employees have completed the training module on violence against women, domestic abuse and sexual violence.</p>
Raising awareness of changes to housing benefit entitlement	We will raise awareness of the impact of changes affecting claimants for housing benefits as	Since 2013 there has been a limit on the total benefit a	Over 220 households in the Bridgend CB area were potentially	There were no further changes to the income limits during	There were no further changes to the income limits during

	<p>soon as we become aware of them.</p>	<p>working age person can receive. The Benefits Service contacted approximately 200 potentially affected households to raise awareness of the cap, offer support whilst options were considered, and worked with landlords to provide support to tenants.</p> <p>The Benefits Service works closely with affected families to ensure they are equipped to deal with the income reduction or, in conjunction with DWP, to assist families where possible with</p>	<p>affected by the second benefits income cap, effective from November 2016. The Benefits Service contacted all potentially affected households to make people aware that their housing benefit may be capped, and provided information about the support that was available.</p>	<p>2018/19. However, the service continues to work with existing affected households and provides support when necessary.</p>	<p>2019/20. The service continues to work with existing affected households and provides support when necessary.</p>
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		the transition into employment. 157 households are currently affected by the caps.			
Recognising, responding to and addressing community tensions	We will ensure we have tension monitoring structures and processes in place and are evidencing processes to solve problems.		The multi-agency ASB management group and the Community Cohesion groups discuss and monitor incidents and potential incidents. Hate crime figures provided by Victim Support presented to the Community Safety Partnership	The Community Safety Partnership board and Bridgend Community Cohesion and Equality Forum discuss and monitor hate crime figures provided by South Wales Police. BCBC (along with other local authorities) are recruiting a Community Cohesion Officer to support the work of the regional Community Cohesion Co-	Tension Monitoring Forms sent to key partners via Safer Bridgend mailbox every week. Weekly updates with SWP Hate Crime Officer, discuss CTI Reports (Community Tension Incident Reports), which areas could benefit from more monitoring, community engagement and cohesion. Staff and key partner training taken place, covering Far-Right Extremism

				ordinators to work on community tension issues arising from Brexit.	Awareness and Counter-Narrative Training from the organisation, <i>Small Steps</i> . Establishing the 'Sharing from Home' campaign to help ease community tensions during the lockdown period.
Ensure consultation and engagement activities are robust whilst encouraging participation that is representative of the community	We will use the council's consultation and engagement toolkit and processes to raise awareness amongst the general public of developments within our services whilst aiming that the feedback we receive is representative of the communities we serve.	The toolkit is regularly used by staff to plan consultation and engagement activities. The Bridgend Equality Forum (BEF) is also briefed regarding consultations and this information is cascaded by the groups represented on BEF to their membership.	The consultation toolkit is available online. The Citizens' Panel is made up of over 1700 members. The demographics of the Citizens' Panel is monitored monthly and we are working to increase participation in under represented wards.	In 2018/19 we engaged with over 15,000 residents across the County Borough through a range of consultations and engagement sessions. Services continue to use the consultation toolkit to develop consultations, and EIAs ensure that Equality issues are	In 2029/2020 we engaged with over 18,000 residents across the County Borough through a range of consultations and engagement sessions. We have developed face to face engagement sessions for Citizens' Panel members to engage with us in a different way,

		<p>Whilst participation is increasing the council is working towards ensuring that participation is representative of Bridgend county borough's communities.</p>		<p>considered when developing and carrying out consultation.</p> <p>The introduction of new data protection guidance (GDPR) had a significant impact on the Citizens' Panel. At the end of March 2019 there were 1108 Citizens Panel members.</p> <p>We continue to work within the community to recruit new members with the aim to make all wards representative.</p>	<p>and continue to promote membership across the county borough to ensure that all wards are represented on the panel.</p>
Objective 3: Our role as an employer					

What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update
<p>Increase support for all employees in the workplace by continuing to develop information packs for employees with protected characteristics</p>	<p>Develop packs for disabled employees, those identifying as LGB or T and those from different faith groups to signpost them to sources of information, advice and support with a view to developing a more inclusive working environment.</p>	<p>The existing four packs have been updated and five additional packs produced. All of these are available of the staff intranet and an all-staff email has been issued to raise awareness of the support available.</p>	<p>Online resource is available within the Equalities pages of the intranet. We will continue to review these pages to ensure information is relevant and updated.</p>	<p>Resources continue to be available online under the following headings:</p> <ul style="list-style-type: none"> • Civil partnerships and marriage • Age • Retirement • Disability • Maternity pregnancy and adoption • Race religion and belief • Domestic abuse and violence against women • LGBT • Carers 	<p>Following feedback gained from Early Help staff through annual supervisions and formal feedback from head teachers, the Youth Development Service, through funding from the Corporate Management Board, sought to commission an external partner to deliver sessions to give pastoral, anti-bullying and curriculum leads in schools the knowledge, tools and confidence to train colleagues on tackling homophobic,</p>

				<p>Vulnerable Groups and Central Hub are part of the Stonewall train the trainer training and are sharing this with schools. Also part of a newly set up LGBT school network/ forum alongside schools.</p> <p>Transgender protocol for schools has been developed as well as ongoing work on transgender protocol for the authority.</p>	<p>biphobic and transphobic bullying.</p> <p>Through a procurement process, Stonewall Cymru were identified as the preferred partner and were commissioned to deliver a Train the Trainer programme over three separate dates.</p> <p>The Train the Trainer programme was CPD accredited, and all participants received a certificate upon successful completion. Adopting this approach ensured members of</p>
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					<p>school and early help staff were able to cascade training to other staff, ensuring a greater level of sustainability and value for money.</p> <p>Across the three workshops 65 people attended from primary, secondary and third sector settings.</p>
<p>Provide targeted groups of employees with equality and diversity training</p>	<p>Update and promote the equalities and diversity section within the corporate e-learning module.</p> <p>Update the introduction to equality and diversity e-learning module and target front line employees.</p> <p>Develop and promote specific</p>	<p>Existing equalities e-learning modules have been reviewed and updated. New modules have been launched including mental health and Violence Against Women, Sexual Abuse and Domestic</p>	<p>EIA training provided for staff identified within each business area. 5 sessions took place between February 2018 and end March 2018, with 46 delegates attending. A further two sessions are planned for 2018-19. The equalities and diversity section</p>	<p>Face to Face EIA training took place in 2018/19 for a further 18 officers who have responsibility for the completion of EIAs.</p> <p>The online training module continues to be available and is reviewed alongside any developments</p>	<p>The online training module continues to be available and is reviewed alongside any developments with the EIA toolkit. The eLearning module continues to be promoted as part of the eLearning portfolio.</p>

	E-learning modules e.g. mental health, domestic abuse.	Violence (VAWSADV).	within the corporate e-learning module has been amended. An e-learning module has been written on mental health and this has been promoted via Bridgenders.	with the EIA toolkit. The eLearning module continues to be promoted as part of the eLearning portfolio.	<p>A total of 158 employees completed the Equality and Diversity E-Learning Module.</p> <p>26 front line employees attended LGBTQI awareness training delivered by Stonewall.</p> <p>A suite of equality related e-learning and resources is available for all employees to access.</p>
Provide senior managers with training and support in completing robust EIAs	Update the EIA e-learning module and roll out to target group of employees who are responsible for carrying out EIAs. This will	The EIA e-learning module has been reviewed and updated. A target group of	EIA Workshops have been delivered to a target group of employees who	All those identified as the target group of employees for EIA training have	The EIA e-learning module continues to be available for employees, 18 managers

	include support materials such as toolkits and case studies.	153 managers and key staff has been identified and completions monitored.	are responsible for carrying out EIAs. EIA toolkit updated and made available on the intranet. Face to face training carried out and support for business areas provided by Equalities team.	now completed the training.	undertook this training during 2019/20.
Increase support for employees by developing further staff networks for those employees sharing a protected characteristic	During the last SEP we developed a network for LGBT employees. We will develop further networks, initially developing one for disabled staff to assist them with gaining advice and guidance on everyday living and employment.	The LGBT staff network continues to meet. Opportunities are currently being considered to establish networks for disabled staff and faith groups. Examples of best practice are also being explored within the public and private sectors and where	We have identified the need to revisit the ongoing development of staff networks during 18/19	Vulnerable Groups and Central Hub are part of the Stonewall train the trainer training and are sharing this with schools. Also part of a newly set up LGBT school network/ forum alongside schools. We continue to explore other staff networks, a recent staff survey focussed	Following feedback gained from Early Help staff through annual supervisions and formal feedback from head teachers, the Youth Development Service, through funding from the Corporate Management Board, sought to commission an external partner to deliver sessions to give

		<p>appropriate, these will be adopted in BCBC.</p>		<p>on staff wellbeing and a range of wellbeing activities are now available.</p> <p>As a result of feedback from the staff survey we are developing a staff suggestion scheme and within these we have listed Equalities as an area for suggestions.</p>	<p>pastoral, anti-bullying and curriculum leads in schools the knowledge, tools and confidence to train colleagues on tackling homophobic, biphobic and transphobic bullying.</p> <p>Through a procurement process, Stonewall Cymru were identified as the preferred partner and were commissioned to deliver a Train the Trainer programme over three separate dates.</p> <p>The Train the Trainer programme was CPD accredited, and all</p>
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					<p>participants received a certificate upon successful completion. Adopting this approach ensured members of school and early help staff were able to cascade training to other staff, ensuring a greater level of sustainability and value for money.</p> <p>Across the three workshops 65 people attended from primary, secondary and third sector settings.</p>
Monitor our pay and grading structure every three years	An independent body will carry out an EIA every three years to ensure our pay and grading structure remains fit for purpose.	<p>The outcome of the independent EIA concluded that our pay structure:</p> <ul style="list-style-type: none"> • shows a marginal 	The above information remains valid. Workforce report to CEC July 2018. EIA review due 2019	The introduction of the national pay award and new pay spine on 1 April 2019, resulted in the implementation	The Pay and Grading Structure and any corresponding policies are reviewed when required and

		<p>increase in the overall gender pay gap from - 12.64% to - 13.19% predominantly caused by a change in workforce composition;</p> <ul style="list-style-type: none"> • has continued to maintain its integrity with employees allocated to grades and no pay gaps of more than 1% in any grade; • overall continues to ensure a non-biased approach to pay in terms of allocation to grades and pay progression. 		<p>of new NJC pay and grading structure with effect from 1 April 2019. A gender equality impact assessment was undertaken by NorthgateArniso in May 2018, which concluded that the proposed assimilation and revision to the pay structure:</p> <ul style="list-style-type: none"> • improved the gender pay gap on a grade by grade basis • demonstrates a narrowing of the overall gender pay gap in basic pay • shows a greater percentage increase in salary 	<p>meet the principles of fairness, equality, accountability and value for money.</p>
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				for female employees	
<p>Review the recruitment and selection processes to take account of the government's Disability Confident campaign</p>	<p>Update our recruitment and selection guidelines and e-learning to ensure that the principles of the Disability Confident campaign are reflected.</p>	<p>The recruitment and selection managers' guidelines have been updated and launched. A new e-learning module has been implemented which includes good practice guidance relating to equality in the recruitment process.</p> <p>Further work is progressing on the Disability Confident Employer commitment to assess practice against the standards.</p>	<p>The recruitment and selection guidelines and e-learning have been updated to ensure the Disability Confident campaign are reflected.</p>	<p>The recruitment and selection guidelines and e-learning will continue to be updated where relevant and promoted to staff.</p>	<p>The Access to Work scheme is promoted to all employees and included in the corporate induction protocol. New starters are supported to make application as and when appropriate.</p> <p>The annual jobs fair, delivered in partnership with Job Centre Plus, hosted a large number of employers with a wide range of job opportunities. The event was supported by a BSL interpreter and the first hour of the event was restricted to</p>

<p>Take a range of actions to ensure that employees have an awareness and understanding of the variety and extent of support available through the Employee Assistance Programme, available from Care First.</p>	<p>We will raise awareness of the health and wellbeing advice, guidance and support available for our employees by providing quarterly updates signposting them to Care First (an organisation providing counselling related services).</p>	<p>Promotion of the Care First services has been undertaken through:</p> <ul style="list-style-type: none"> • briefing sessions by the Care First contract manager; • monthly all-staff emails/Bridgenders messages, including one from the Chief Executive ; • features in the 2016/17 editions 	<p>We continue to promote the Care First service to staff via an ongoing communication plan and quarterly Bridgenders newsletter.</p> <p>Three further Care First briefing sessions have been held for managers, facilitated by our Care First contract manager.</p> <p>We continue to monitor quarterly usage reports from Care First.</p>	<p>We continue to promote the Care First service to staff via an ongoing communication plan and quarterly Bridgenders newsletter.</p> <p>We continue to monitor quarterly usage reports from Care First.</p> <p>In addition to this activity, we started offering monthly health check clinics to staff from October 2018. These checks include blood pressure and cholesterol monitoring and bodimetrics measurements.</p>	<p>people with disabilities.</p> <p>The wide range of resources available to employees and elected members via the EAP and delivered by Care First have been widely and regularly promoted.</p> <p>Additional resources provided to support employees during the COVID-19 pandemic have been promoted on a weekly basis via a dedicated 'COVID-19 Employee Wellbeing' intranet page. This has included access to daily webinars.</p>
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		<p>of the Bridgend staff newsletter;</p> <ul style="list-style-type: none"> • intranet pages have been updated to promote the range of wellbeing services available. <p>BCBC receives quarterly reports from Care First on the number of employees accessing the different services available.</p>			
Objective 4: Mental health					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update

<p>Improve the provision of multi-agency support for people in the county borough including provision for people (including carers and family) experiencing mental health issues</p>	<p>The council is required to comply with new responsibilities under the new Social Services and Wellbeing (Wales) Act. We will develop stronger links with the health board to develop better integration in our day to day services.</p>	<p>Relationships with the ABMU Delivery Board are developing well and this work continues to be part of the service development plan and Western Bay partnership working.</p>	<p>Work ongoing with ABMU</p>	<p>Since Welsh Government made the announcement in relation to the health Board boundary change the Council has been working with our new Health partners in Cwm Taf Morgannwg. There are ongoing discussions in relation to service models that will be delivered in the Borough</p> <p>Vulnerable Groups team have trained two train the trainers in Youth mental health first aid – this is being rolled out to all schools and those undertaking the 2 day course</p>	<p>This is the first year of working in a new region and developing new regional partnerships with the Health Board and Local Authorities. A number of discussions and workshops have taken place to establish the ongoing service and operational models of support across the services including support for carers and families. In Bridgend there has been extensive engagement and consultation undertaken with service users, families and stakeholders to develop and implement the</p>
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				report positive impact amongst staff as well as for pupil support. This is a rolling plan to ensure all schools will have at least one mental health trained staff member by December 2019.	new service model for carers, which focuses on voice, choice and control for individuals.
Improving accessibility of / to information, advice and guidance	We will develop systems to enable people to source robust information and advice in order for them to meet their own needs.	Significant progress has been made through the development of local community coordination, the service provided through ARC, information provision through DEWIS and infoengine, development of community hubs, the GP referral scheme, the 'Ageing well	Work ongoing with the service	Progress has been made through the local community coordination service, the integrated provision provided through ARC with outreach services being developed in the Borough. Also Information and advice providing through community hubs, links with GP clusters, the	Progress continues to be made across Social Services with the information, advice and assistance service via the MASH for children's and the Common Access Point for adults. In adults this is being prioritised via the availability of Welsh Government transformation

		<p>in Bridgend' initiative and partnership work to deliver the prevention and wellbeing agenda.</p>		<p>'Ageing well in Bridgend' initiative and other key partnerships working towards the prevention and wellbeing agenda</p>	<p>fund. This will enable the further development of this service over an extended period.</p> <p>The Bridgend Carers Wellbeing Service continues to develop in the county borough and the service continues to support carers through pre-emptive information advice and support Partnership working continues and a performance framework is being developed. BCBC and BAVO are active in the regional social prescribing network across Cwm Taf</p>
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					Morgannwg region.
Continue working towards increasing the level of support for people with mental health issues by supporting the Time to Change Wales project and the Western Bay action plan	The council signed the Time to Change Wales organisational pledge in February 2016. The pledge requires the council to meet a number of commitments e.g. to provide management development training and raise awareness of the importance of mental health and wellbeing amongst employees.	A mental health e-learning module has been developed to raise awareness amongst employees of mental health issues and to help them identify the many forms, causes and types of mental illness. The module also helps employees understand the different methods for treating mental illness.	Training continues to be available online.	From April 2019 Bridgend will no longer be part of the Western Bay region. Future collaboration will be with Cwm Taf Morgannwg Health Board.	No longer applicable
Objective 5: Children					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update

<p>Continue to develop our Vulnerable Groups Strategy</p>	<p>The Vulnerable Groups Strategy is a joint strategy between our Education and Transformation and Social Services and Wellbeing Directorates and external partners to ensure that, by working collaboratively, the educational ambitions, aspirations and outcomes of children who are deemed to be 'vulnerable' can be raised to equip them for further learning and the world of work.</p>	<p>The Vulnerable Groups Strategy has been approved. Outcomes for identified vulnerable groups continue to be monitored. A multi-agency Looked After Children's Education (LACE) Forum has been established. An Elective Home Educated and Vulnerable Groups Officer position will be recruited to for a September start. Corporate Parenting Committee will be asked in July 2017 to advocate a 'Champion Scheme' for the most vulnerable</p>	<p>Ongoing</p>	<p>Education and Family support have established a Vulnerable Groups Team that provides integrated support a range of pupils identified by Estyn as vulnerable or potentially vulnerable:</p> <ul style="list-style-type: none"> • Elective home education • Looked after children • Children missing education • English as an additional language • Gypsy and Roma Traveller 	<p>This area continues to be supported by the Vulnerable Groups team.</p>
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		looked after children.		<ul style="list-style-type: none">• Permanently excluded pupils <p>The team provides safeguarding support to schools. The VG team also facilitate termly Designated LAC and safeguarding lead forums where external speakers and internal training and updates are provided. Estyn recent inspection provided extensive scrutiny of this provision. Feedback was broadly positive stating the service was highly effective in supporting vulnerable learners.</p>	
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<p>Work with the families of children such as Gypsies and Travellers, Syrian refugees and other asylum seekers to encourage them to attend and remain within the education system</p>	<p>We will continue to work in partnership with education welfare officers, family engagement officers and Early Help teams to encourage families of these children to increase their regular attendance within the education system.</p>	<p>47 Gypsy and Traveller pupils have attended 17 schools in Bridgend between September 2015 and July 2016. Their attendance ranged from 64% to 95%. Between 1 April 2016 and 31 March 2017, 35 pupils received 59 support sessions on a weekly basis in 7 schools.</p>	<p>Our Gypsy and Traveller Education Service will continue to build capacity in individual schools as required.</p>	<p>EAL and GRT service now sits within VG team – continues to support EAL and GRT families. The team also works alongside Home Office to enable the resettlement of Syrian refugees in BCBC</p>	<p>This area continues to be supported by the Vulnerable Groups team.</p> <p>Updates on the progression and well-being of families under the Syrian Refugee Resettlement programme discussed with SWP Hate Crime Officer weekly, Taf Housing and ESOL Lecturer at Bridgend College. Regular engagement with community leader at the local Mosque, to help ensure the wellbeing of Syrian families that are part of the congregation. Support and guidance for</p>
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					Gypsies Roma and Travellers community during lockdown shared with key partners. Regular communication with TGP Cymru for advice and updates.
Develop systems to monitor school bullying (victims and perpetrators) by protected characteristic	A priority of our anti-bullying network is to develop a consistent approach to identifying, recording and therefore reducing incidences of bullying. The network will utilise internal systems to record and monitor incidences of bullying against the protected characteristics. Schools reporting mechanisms are being considered with a view to developing a single bullying reporting and recording framework.	Following a recommendation from the Anti-Bullying Task Group, a pilot utilising the Schools Information Management System (SIMS) behaviour module for schools was agreed. Since roll out, staff from 39 primary and secondary schools have received training and are now	Through the Anti-Bullying Task Group, a behaviour module has been developed using the schools SIMS.net management information system. Within the module is an agreed set of characteristics for the recording/monitoring of bullying incidents within respective schools.	Another round of training is planned for the new academic year to refresh schools on the SIMS module and to encourage those schools not currently utilising the system to do so. This will allow the authority to have a county wide dataset to inform further training and support needs.	The SIMS module is in use, but as yet is not been mandated for schools to input into. Therefore, the system, while a useful tool for the LA, is not representative of the number of incidents within schools as they continue to record within their own means. The LA ensures that each

		inputting data into this module.	Training on this module has been delivered to key staff within 39 schools (7 secondary and 32 primary). Follow on sessions are being organised to allow schools that have not participated the opportunity, as well as refreshers for those that already attended.	Stonewall support the prevention of LGBT+ bullying in schools and an LGBT+ school network is being developed with the inclusion and schools and Vulnerable Groups teams.	respective schools Anti-Bullying Policy is in date, and where incidents are raised by members of the public, that schools have acted in accordance to their policies. Show Racism the Red Card have delivered workshops in schools throughout the county, promoting an anti-bullying and anti-racism message.
Raise awareness of the impact of school bullying amongst teachers and support staff	Training will continue to be delivered to teachers and school staff based on identified need. We will continue to work with Actus Education to deliver training to school based staff and teachers including (but	Funding has been identified to commission Show Racism the Red Card (SRtRC) to deliver workshops to Year 5 & 6	The Youth Development service mapped out specific training needs through engaging with primary school head teachers. 21	Using feedback from schools and Early Help support staff, the Education and Family Support directorate undertook an exercise to	Alongside the regional Hate Crime project, the local authority, in partnership with neighbouring authorities on the Western Bay footprint, have

	<p>not limited to); digital literacy, leadership and management, personal social education, mentoring and coaching – all of which are specific and tailored to bullying.</p> <p>We will continue to work with Show Racism the Red Card to provide school based training for teachers, support staff and pupils. Our Gypsy and Traveller Education Service will continue to build capacity in individual schools as required.</p>	<p>pupils for the 2017/18 academic year. The Integrated Working and Family Support service is currently mapping out specific training needs.</p>	<p>primary schools requested workshops to be delivered to their respective Year 5 and 6 cohorts. To cover the demand from schools, a total of 44 workshops were delivered between July 2017 and February 2018.</p>	<p>procure an organisation to deliver training around LGBT+. Stonewall were the successful organisation and have delivered 3 rounds of their Train the Trainer programme to school and support staff.</p> <p>In total 65 members of staff attended from the following organisations: Primary Schools, Secondary Schools, Early Help East, West and North localities, Youth Offending Service, Young Carers, Vulnerable Groups team, Mentor Bro Ogwr, Post-16</p>	<p>used funding to commission Show Racism the Red Card (SRtRC) sessions for Year 5 & 6 and a train the trainer session for teaching staff.</p> <p>The sessions included:</p> <ul style="list-style-type: none"> • Resource pack that we can share with other school (post session's delivery) • Include critical thinking, conflict resolutions, unconscious bias etc. <p>The school based sessions were delivered in 8 of the 9 identified schools through March 2020, and</p>
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				<p>(Aftercare) and our Inspire 2 projects.</p> <p>Participants will be able to cascade training within their respective establishments to increase the coverage of this training further.</p>	<p>501 young people participated.</p> <p>The last workshop and the train the trainer session have both been delayed as a result of the Covid-19 pandemic.</p>
<p>Work with parents, schools and the local health board to maximise the potential attendance of children at school</p>	<p>We are aware that some children have complex medical needs and/or are disabled which means that a multi - agency approach is needed. The Education Welfare Service will continue to work closely with health and education professionals in order to agree to an appropriate education plan.</p>		<p>Education Welfare Officers (EWOs) work closely to schools and identify those pupils who have complex medical information. Multi-agency meetings are regularly completed. There is a nominated EWO for alternative provision which includes working with those pupils</p>	<p>Data on EHE now forms part of data collation and sharing that is used to compare school exclusions and attendance.</p>	<p>Data collation and sharing is now embedded to compare school exclusions and attendance.</p>

			<p>who have complex health issues, and also has close links with health professionals including Child and Adolescent Mental Health Service (CAMHS) colleagues. In addition the Lead EWO attends the CAMHS and complex medical multi-agency meetings and provides advice and support.</p> <p>The Vulnerable Groups (VG) team also supports children who are electively home educated and offers advice and support to enable those children who want to seek appropriate school provision and offers a point of</p>		
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			contact for parents to facilitate meetings at school etc. with school and Education Welfare Service (EWS) where parents have concerns that medical needs are not being met and to ensure these are fully and appropriately addressed by school or complex medical panel or otherwise. The VG and EWS service share good links and will co-work cases and work alongside the specialist medical needs team.		
Consider the alternative forms of schooling and tuition available within the education system to enable children to remain within the	Where a child is not attending school for reasons other than complex needs or disability, we will work collaboratively to identify the most suitable model		EAL, minority and ethnic groups. Gypsy, Traveller and EHE elective home educated children and the post of Lead	Inputting into EOTAS reforms and provision review – potential impact of proposed new Welsh Gov	This area continues to be supported by the Vulnerable Groups team through their Elected Home

<p>system and receiving suitable full time education in some form.</p>	<p>of tuition for the child. This will involve considering provisions such as:</p> <ul style="list-style-type: none"> • Elective home tuition; • Educated other than school (EOTS); and • Building to progress. <p>Schools will continue to review the cases of non-attendance at school via teacher interventions and will engage with the education welfare officer service for advice and further intervention.</p>		<p>Education Welfare Officer will all be located within the VG team and so there will be increased opportunities for smooth transition and support of these children if their parents do choose for them to become EHE. There will also be capability for suitable support and robust monitoring of EHE provision by the VG team where the decision to elect to home educate has arisen due to poor attendance or has led to prosecution by the EWS, or in case where there is concern that the legal threshold for EHE is not being met or where there</p>	<p>Statutory Guidance on EHE – support Central Hub plans to increase mental health and counselling support to Primary aged pupils.</p>	<p>Education worker.</p>
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			are safeguarding concerns. Increased participation with and monitoring of EHE children and increased engagement of EHE community and families including those from other Estyn identified Vulnerable Groups such as minority and ethnic groups, EAL and Gypsy and Traveller families		
Objective 6: Leisure, Arts and Culture					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update
Increase access to opportunities for older people	We will respond to the 'Ageing Well Plan for Bridgend' and develop services and activities	The over 60's free swimming initiative achieves 80,000	'Move more often' physical activity programme for older adults	The service leads on the Ageing Well plan for Bridgend, which	Ageing Well web resources have been updated including an

	<p>that reduce loneliness and isolation, develop skills and employability and help to make Bridgend an age-friendly county. We will link with national programmes designed for older people and also listen to older voices when designing opportunities.</p> <p>.</p> <p>.</p>	<p>visits per annum and is among the best performing in Wales. The exercise referral scheme supports people dealing with/recovering from a stroke and Parkinson's disease, as well as those with pulmonary rehabilitation needs and age-acquired chronic conditions. Halo Leisure has supported free access to swimming for armed forces veterans as part of a Welsh Government initiative. The 'Later Life' programme has supported physical activity</p>	<p>developed and Olympage games with care providers. The national free swim programme for over 60's attracted 77,000 participants. Loneliness and isolation initiatives developed with Awen including men's sheds, my sporting day's etc. falls prevention network operational and mobile programme developed. Dementia swimming programme operating. Over 400 older adults hold memberships of Halo Leisure. National Exercise Referral Scheme supporting older adults with chronic</p>	<p>will be refreshed in line with the new priorities of the older person's commissioner.</p> <p>Leisure and cultural opportunities are contributing to the development of age friendly communities. Bridgend continues to perform well with the national over 60 free swim initiative with 77011 visits. Bridgend works with Neath Port Talbot and Swansea councils regularly to deliver the Park Lives programme supporting older adults to be active outdoors. The olympage</p>	<p>Active at Home section and online DVD resources. The pilot programme delivered resources to 170 vulnerable households</p> <p>Partnership working with Shout/older people's forum on community physical activity opportunities. Regular community programmes operating and subsequent move to on-line access.</p> <p>Olympage programme has continued to grow and in different settings. Partners supported with</p>
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		<p>and exercise in day care, residential care and community settings including the Olympage Games. A successful initiative linking stroke survivors to indoor bowling activities has commenced. The 'Love to Walk' programme supports a volunteer led walking network. There are over 1,200 regular members using facilities on a membership</p>	<p>conditions. Regional working group with AMBU developed as physical activity for older people. Awen provides a range of spaces and community facilities which support older people. Bridgend Community Transport sessions at Maesteg Library to promote their range of services assisting people who are disadvantaged through lack of appropriate transport to maintain an active life. Strictly Cinema – on-going project designed to tackle social isolation and ensure older people continue to</p>	<p>activities programme has expanded and now operates in community settings with local community coordinators, for learning disabilities with community hubs and intergenerational activities in leisure and cultural venues. BCBC has delivered a successful programme of dementia supportive activities with partners including BAVO, Alzheimer's, Halo and Awen. The opportunities have included dementia friendly swimming, carers choir and</p>	<p>training and equipment. 12 organisations supported in 2019 event.</p> <p>Welsh Government have reduced investment into over 60 free swimming. BCBC/Halo have developed a modified free offer and a low cost offer for the over 60's.</p> <p>BCBC successful with Healthy and Active fund submission for Super-Agers programme. 3 years investment commenced. Project chosen as a Bevan Exemplar.</p>
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			<p>enjoy community activity. Sessions at Cwm Calon Day Centre arranged by Maesteg Library continue successfully and have reached over 60 people in 2017-18. Bridgend Library has worked with Penybont Court Care Home and delivered interactive dementia-friendly readings for the residents as well as a singalong with a ukulele group. Pencoed Library now hosts monthly sessions with Action on Hearing Loss to inform the public about the availability of free maintenance for wearers of NHS hearing aids (the</p>	<p>dementia supportive schools.</p>	<p>New 750k wellbeing hub facilities model completed at Bridgend Life Centre. Includes improved access equipment, hydro fitness developments, pool pod access systems to expand reach of services.</p> <p>Feasibility study completed on a similar approach for Maesteg Sports Centre supported by Integrated Care Funding.</p> <p>Halo successful in securing lottery investment to continue and expand dementia friendly activity programmes-“feel good for life”.</p>
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			<p>first session drew 6 visitors).</p> <p>At Bridgend Life Centre Awen and Halo have worked in partnership to support dementia friendly activity. This includes a weekly dementia-friendly swimming and social group (launched in January 2018). Sessions are now attended by an average of 17 participants (people with dementia and carers).</p>	<p>Social prescribing and community building role and programmes created with Awen via transformation investment-supporting inclusive community development programmes.</p> <p>Investment into projects such as “off duty” carers choir, my sporting days reminiscence, dementia dance and cultural olympage opportunities.</p> <p>New “Care to Co-Operate” programme commenced with Wales Co-Operative Centre</p>
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					<p>to establish carers wellbeing co-operatives. Targeting engagement of 200 carers and parent carers.</p> <p>Continued intergenerational activity including training of 70 Bridgend College social care students to support wellbeing programmes.</p>
<p>Improve access for under-represented groups to sport and leisure opportunities</p>	<p>We will support the development of new community groups and organisations and also build confidence and capability within existing opportunities to be inclusive and engage under-represented groups.</p>	<p>The Community Chest grants programme focusses on tackling inequalities and supports projects that benefit gender, age and disability. Partnership working with the Older People's</p>	<p>Girls Network group developed (8 locations) and operating as a charity. 'Getting Bridgend Moving' plan has secured targeted investment to develop community sport and leisure. Community Chest programme has</p>	<p>Community Chest has supported 56 community projects including £5556 investment into tackling inequalities. Partnership with Youth Charter for sport culture and the arts has trained 15 people as social coach leaders to target</p>	<p>Community chest scheme continued to provide support for local projects.</p> <p>New youth support networking developed with youth organisations building on youth</p>

		<p>Forum is developing exercise and activities in a community setting. A network of 'In-Sport' inclusive sports clubs has been developed linked to the Disability Sport Development programme. Disability Inclusion Training (DIT) has been delivered to clubs and leisure providers to better integrate people with disabilities. The Girls Network Group led by young girls has achieved charitable status and developed 11 network</p>	<p>used Tackling Inequalities funding to support community groups. 'Calls for Action' resources via Sport Wales have developed new community groups and activities. There are 12 clubs and organisations meeting the Disability Sport Wales 'In Sport' accreditation. BCBC has achieved silver accreditation. The Access to Leisure scheme has supported low cost access to leisure and sports activities with 1339 members. Halo has 676 members stating they have disabilities. Awen is a member of the Hynt</p>	<p>disadvantage. A further cohort of 13 people attended Get on Track in partnership with Dame Kelly Holmes Trust.</p> <p>The Active 4 Life programmes have supported 9769 visits across 12 sites providing free access and in targeted communities.</p> <p>A new disability sport officer has been appointed and BCBC planning to build on the In Sport silver accreditations currently in place. Community wellbeing programmes have been piloted targeted free</p>	<p>charter work from 2018-19. Workshops and training opportunities supported.</p> <p>Another " Get on Track" cohort of 12 people supported.</p> <p>Super-Agers programme commenced with new activator role to support community based activities.</p> <p>Disability Sport Wales programme reviewed and partnership working with community groups updated.</p> <p>New disability inclusion network group (BING)</p>
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		<p>groups across the county borough. The Calls 4 Action programme has enabled groups of people with varied disabilities to establish clubs and associations.</p>	<p>scheme. Hynt is a national access scheme that works with theatres and arts centres in Wales to make sure there is a consistent offer available for visitors with an impairment or specific access requirement, and their Carers or Personal Assistants. In 2017/18 Awen issued 388 tickets to 245 Hynt scheme members. Awen works with schools to ensure that pupils due to leave in July 2018 have access to training opportunities that may support them in the future. In doing this we will be making sure that young</p>	<p>schools meals, looked after children and young carers.</p> <p>40 schools have participated, in family active zone training to support family activity.</p> <p>1494 people have engaged in Park Lives outdoor activity programme.</p> <p>Halo leisure have supported 15326 junior free swims during the year. "Changing Places" facility at Bridgend Life Centre installed and similar accessible changing at Bryngarw Park and Pencoed library. Awen</p>	<p>created to support co-production.</p> <p>Bridgend one of a small number of successful applicants for Champions of Wales funding working with young people to challenge gender stereotyping and to improve wellbeing.</p> <p>Family Active Zone programmes to support whole household wellbeing further developed with school partnerships.</p> <p>Active 4 Life summer holiday programmes operated in partnership with</p>
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			<p>individuals with learning disabilities have as many options available to them which will better their lives in the future and open up windows of opportunities. Baby-change facilities were introduced or upgraded to all Awen venues in January 2018. New 'changing places' facilities are being developed at Bryngarw Park and Pencoed Library. In partnership with Invacare UK these two spaces will have changing beds and hoist facilities.</p>	<p>have operated the Hynt Scheme providing free access to carers whilst Halo have operated the Access to Leisure Scheme. Halo identify 465 people with disabilities as members and 1511 older adults as members. There have been some innovative developments such as indoor bowls for stroke survivors, reband classes for children with autism. Development plan submitted to Welsh Government for Super-Agers project targeting older adults.</p>	<p>town and community councils and halo leisure.</p> <p>Bridgend piloted holiday hunger support models at 4 locations.</p> <p>New approach to books at home/mobile library services developed with AWEN to reach more vulnerable people.</p> <p>Work commenced on the redevelopment of Maesteg Town Hall and co-location of services recognising changing places accessibility requirements.</p>
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					Fundamental review of aquatics /swimming pool programming ,services and investments to broaden the range of services and their inclusivity.
Review of pricing structures to increase access for marginalised groups	We will ensure that a range of low cost and no cost opportunities are available to support access for hard to reach groups and reduce poverty as a barrier to participation in sport, leisure and cultural activities.	The Access to Leisure scheme is exceeding participation targets at leisure facilities providing low cost access for over 160,000 people in 2016/17. Structured 'free swimming' opportunities are targeted at disadvantaged communities to ensure 'Every child a Swimmer' targets are	Free after school play activities for children and young people with disabilities operated. Pricing is protected within the partnership with Halo including access to leisure scheme and membership fees. Hynt scheme with Awen providing free access for carers. Currently 676 disabled people and 1416 older	BCBC continues to control the annual price increases for protected services that are operated for Halo. The access to leisure scheme for the most disadvantaged is integrated within the review. A range of low cost and no cost programmes are available, some linked to national programmes.	The access to leisure scheme has continued to operate within the county borough. Following the reduction in Free Swimming investment for the over 60's the Access to Leisure scheme has provided low cost continued access to a broader range of activity. Circa 400 older adults have taken up a membership related offer.

		<p>pursued. Concessionary membership categories of leisure facilities have protected price increases in line with council policy. The National Exercise Referral scheme has developed lower cost membership options to retain participants beyond the core scheme. Free 'Active 4 Life' holiday programmes are developed for young people in partnership with town and community councils. Children and young people with disabilities have regular</p>	<p>people hold memberships. The access to leisure scheme has supported over 160,000 visits during 2017/18. Pricing is considered as part of the cultural partnership agreement between BCBC and Awen with the aim of balancing service sustainability against achieving social outcomes.</p> <p>Many activities are universal in nature and are either low cost or no cost and provide accessible opportunities for all</p>	<p>Awen continue to operate the Hynt scheme and offer concessionary prices for services and activities.</p> <p>During 2018-2019 Awen have become the first Welsh library operator to remove library fines, to encourage greater usage.</p> <p>BCBC directly operates school sport programmes and has partnership agreements with most primary and secondary schools with activities at no cost.</p>	<p>The Park Lives initiative continued to provide free access to activities in the natural environment.</p> <p>Awen have continued to operate the Hynt scheme providing free access for carers.</p> <p>The active young people programmes operated in partnership with schools have continued. There has been a focus on the impact of disadvantage and gender on participation. New models developed supporting girls, young carers and</p>
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		<p>access to After School Play Club and school holiday 'Discovery Day' programmes, supported by Disabled Children's Team. The 'Level Water' partnership with Halo Leisure supports free 'Learn to Swim' opportunities for children with disabilities. Maintained a low pricing structure after tapered investment to support pre and post-natal activity for women within the community.</p>			<p>looked after children.</p> <p>Through the support of town and community councils and welsh government resources access to summer programmes were once again free.</p> <p>Discovery and after school programmes supported 70 households with children/young people with additional needs to access community opportunities.</p> <p>"Same As" advocacy DVD produced with children and families and</p>
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					podcasts via "Take Care" with Awen
Improve our Equality Impact Assessments	We will continue to improve our use of EIAs when changing or reviewing our approaches to services. Our contracted partners (e.g. GLL/Halo Leisure and Awen Cultural Trust) will also conduct such assessments and provide them to ourselves for approval. Our focus on EIAs will be enhanced by increasing knowledge of the different protected characteristics and also people with more than one characteristic.	The EIA process is applied to policy changes within the leisure contract. Joint development of assessments can be evidenced using data held by partners (e.g. programme development). EIAs have been conducted in relation to Porthcawl marina, older persons' strategy, aquatics and disability opportunities. These are shared and developed with BCBC's	There has been modification of opening hours at some Halo facilities that have required Halo to consult and engage and conduct EIA processes. There have been no internal service modifications requiring EIA in the period. Awen Cultural Trust have an Equalities Policy endorsed by its Board of Trustees. Awen Cultural Trust have developed an EIA for use in the implementation of major policy changes.	Halo and Awen have responsibilities for conducting their own equalities impact assessment. The exceptions would relate to library provision due to the statutory nature of the services. BCBC has been developing EIA screening for the potential changes that might arise for the local and family history service and also the mobile library service. BCBC and Halo have worked together on assessing Welsh language	The major policy change in year applied to the redevelopment of Maesteg Town Hall. An EIA had been produced as part of the capital development project but this was supplemented by an EIA recognising the interim relocation of the family history service due to the closure of Ty'r Ardd. This was jointly considered and developed by BCBC/AWEN utilising local and national insight. A second EIA has looked at

		Equalities Officer.		swimming provision at the request of the commissioner's office.	modifying the mobile library services to recognise a broader range of equalities groups who might be unable to access resources. Again this EIA was jointly considered and developed. Both policy changes were dealt with via Cabinet reporting
Using existing data to plan services effectively	We will continue to use secondary data collated by partners (e.g. Sport Wales, Arts Council, Welsh Health Survey) but also progressively develop primary data at a county and, where possible, locality level to support planning for services (e.g. membership, postcodes of users, types of protected characteristic). Certain key data will be built into	National survey data provided by Sport Wales has been used to support development planning and to identify gender, disability and age issues. New primary disability research has been conducted with pupils at two local	Participation monitoring data is integrated within the balanced scorecard of the healthy living partnership including age, gender and disability. A performance framework has been developed capturing key national and local data linked to	There are monthly and quarterly performance review meetings and quarterly performance reports are produced. Both Halo and Awen provide a balanced scorecard that reviews population data	The Super-Agers programme has utilised population needs assessment, wellbeing plan objectives and logic models to plan for improved outcomes. The aquatic reviews have seen BCBC/Halo evaluate a range of data on

	<p>performance monitoring systems including those operated by contracted partners (GLL/Halo and Awen Trust).</p>	<p>schools (YBC and The Bridge). Monitoring of membership information of leisure facilities including demographic profile is being conducted by Halo Leisure including age, gender and disability. There is joint review and benchmarking of national performance data to review priorities for local leisure service development planning.</p>	<p>Getting Bridgend Moving plan. Next phase of national school sport survey data collection has commenced. National Survey for Wales identifies 24% part of clubs (Wales 23%) and 13% involved in volunteering (Wales 10%) Since 2017 Awen has implemented a customer feedback system for all ticketed events across its parks and venues. The feedback provides information that can be used to improve services and experiences for customers. Along with its digital media channels, feedback often includes</p>	<p>alongside business performance. In addition there is annual service development planning that takes into consideration the data from key surveys such as the Sport Wales national sport survey and the National Survey for Wales. In addition, there are national public accountability measures for libraries, leisure facilities and exercise referral that are reported to Welsh Government and utilised in performance planning with benchmarking applied.</p>	<p>targeted demographic groups and patterns, considerations of price sensitivity and also the needs of carers. National data sets and reports also utilised.</p> <p>Large numbers of young people attending Active 4 Life engaged on lifestyle and wellbeing issues to provide insight that would inform service planning going forward.</p> <p>Joint working has taken place between Halo Leisure and Bridgend Carers Centre to better understand the wellbeing needs of carers. Awen</p>
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			<p>comments from those wishing to improve the accessibility which, in turn, Awen utilises to plan improvements.</p>	<p>BCBC and Halo have undergone qualitative inspection under Quest UK the quality scheme for sport and recreation. Bridgend achieved the highest score for developing active communities in the UK with a focus on targeted demographic groups.</p>	<p>have supported the carers choir ongoing development and also collated podcast information.</p> <p>The “Care to Co-Operate” approach with Wales Co-Operative can build on this going forward.</p> <p>Bridgend has utilised the “Quest -active communities” framework to benchmark its progress and performance particularly in regards to equalities and inclusion.</p> <p>The prevention and wellbeing service has</p>
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					<p>collated an annual report based on its framework of key measures used to inform service development.</p> <p>The Active Bridgend planning process was assessed by Wales Audit Office in terms of alignment with Future Generations themes with many positives identified.</p>
<p>Work with our partners (GLL/Halo Leisure and Awen Trust) to better understand the diversity of people using leisure, arts and culture services</p>	<p>We will progressively improve our insight into gaps in provision for groups with a protected characteristic and to determine capability to meet needs and who may be best placed to do so. This recognises the importance of the third sector and supporting its ability to</p>	<p>Sharing key data between partners will improve accessibility of local opportunities. Dementia Friends training has taken place for Halo Leisure staff and</p>	<p>There is a strategic approach to develop networked groups networks for girls and disability in place. A networked approach for older people is developing, linked to Ageing Well plan and local</p>	<p>During this year, there has been engagement with disability sport groups via the forum and discussion with Halo on aquatic activity programming.</p>	<p>Partners mapping demographic data to profile users of services or memberships.</p> <p>Exercise referral team working with partners to co-produce new approaches to meet needs-e.g.</p>

	<p>meet local needs. We will improve our understanding of diversity within protected characteristics (e.g. disability) via ongoing consultation and engagement and development of our workforce.</p>	<p>partners. DIT training has been delivered to a range of leisure staff. Halo is supporting a range of community groups, projects and initiatives for people with a protected characteristic (e.g. rebound trampolining, hydrogym, Girls Network programme, Health Board partnership working etc). A dementia swimming project has commenced development. Bridgend Sharks disability swimming supported via free swimming</p>	<p>older persons forum. The networks are empowered and supported to develop appropriate opportunities and to be self-sustaining. In Sport programme is supporting workforce development via training opportunities for disabilities. Dementia friends training conducted with front line staff and partners. Awen is developing a better understanding of the diversity of people and their needs through its continued development of social media channels. These</p>	<p>Positive work has progressed with people living with dementia and cares linked to BAVO and Alzheimer's Society.</p> <p>The local community coordinators have increased the volume and range of older adults accessing facilities and services and to help the understanding of needs.</p> <p>There has been a positive example of intergenerational work linked to Olympage programmes that has been trialled, bringing older adults and</p>	<p>mobile falls prevention in care settings, joint care programmes with health board.</p> <p>Halo work with parent carers of children/young people with autism has developed autism friendly swimming programme.</p> <p>Continued work with carers to develop carer friendly opportunities that enhance wellbeing and meet needs.</p> <p>Supported by Family Engagement Programme investment (healthy and active fund) development of</p>
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		<p>investment. Around 600 disabled people</p>	<p>provide a conversational platform to engage with individuals. Such engagements have led for example to changes to accessible play provision and access to walk ways at Bryngarw Park.</p>	<p>primary school children together.</p> <p>A range of network groups have been developed with people with a protected characteristic. These include disability, girls, older adults and work is developing with carers to better understand wellbeing support needs. Where programmes are developed that capture learning and insight, a series of digital stories and case studies are produced to share across networks.</p>	<p>support progressing for young carers and looked after children.</p> <p>Continued growth of opportunities for older adults, carers and people living with dementia via dementia swimming, dance, creative activities.(Both Halo and Awen supporting these programmes.)</p> <p>Use of digital stories and case studies continuing to support service development and planning.</p> <p>Super-Agers programme engaging with older adults to</p>
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					understand barriers to participation-e.g. housebound, transport, digital exclusion etc.
Work with our partners (GLL/Halo Leisure and Awen Trust) to identify any gaps in employees' knowledge and identify training solutions	Equality and diversity training will be available to a range of staff via formal training programmes and e-learning approaches which will be integrated within partner training frameworks as well. Core training will be supplemented by specific, more detailed modules where appropriate.	Equality and diversity training has been formalised within the Halo Leisure employee development programme. A suite of e-learning resources has been established for Halo employees. BCBC has been developing a toolkit for coaches and instructors to support people with disabilities. Later Life training has upskilled 45	Core staff (BCBC) are supported via corporate training including e-learning. Joint training approaches have been taken forward – Asset based community development, Quest modules. BCBC and Halo reviews of equalities impact assessment approaches. Halo has their own corporate e-learning resources. All Awen Cultural Trust staff have been issued with mandatory on-line training modules in	The active young people service has participate in workforce development evaluation across the central south region and is leading on developing an impact tool based on work with targeted populations. There is a joint approach to developing training opportunities that support programme operation (e.g. carers, dementia). The disability play	The Quest programme now supports cross organisational training and joint service planning. Growing support from broader third sector to support learning and insight (e.g. carers, alzheimers, mental health organisations.) Co-production approaches being applied to development of new services, programmes e.g swimming, therapeutic

		<p>people to deliver physical activity interventions to older adults.</p>	<p>Equalities & Diversity. Specialist dementia training has been carried out at Awen venues. All staff at both WOOD-B and B-LEAF are now trained in epilepsy awareness. The need was identified following the diagnosis of a trainee. Awen reacted quickly to ensure that they are in a position to support and respond and put in place required courses of action should the need arise. This training has been extremely beneficial and could be potentially life-saving.</p>	<p>service has shared its knowledge of complex needs and autism with deliverers of holiday activities. The quest accreditation process has seen joint evaluation of workforce skills and knowledge across partnerships. E-Learning resources are in place and there have been some bespoke resources developed also (e.g. dementia, vulnerable groups).</p> <p>The venues operated by Halo and Awen are used regularly to host training and development for</p>	<p>activities linked to wellbeing hubs</p>
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				Third Sector and community groups to ensure consistency between partners (e.g. schools, clubs, charities).	
Work with our partners (GLL/Halo Leisure and Awen Trust) to identify any marketing and promotion opportunities to better promote services within our communities	We will use traditional and digital marketing approaches to improve communication with people with a protected characteristic. In particular we will continue to develop our use of social media and web based information whilst recognising those who are digitally excluded. We will build on direct marketing approaches, improve our database of community partners and further develop relations with our communities.	A database of community clubs and associations is maintained and includes inclusive organisations. Key opportunities have been promoted via the Dewis national database. Halo Leisure can evidence a strong approach to digital marketing and social media use. The Ageing Well website is nearing	The third sector has been supported to update info-engine. Sport leisure and cultural information has been provided for the Dewis website. An ageing well Bridgend website has been developed and care and repair supported to develop online falls prevention advice.	Collaborative marketing of holiday activities and Active 4 Life programmes social media utilised to support campaigns such as National Carers Day and Fostering Week. National programmes such as Hynt promoted to support carers. Continued use of digital stories to promote programmes and achievements (e.g. mobile falls prevention, same as/disability plan).	Joint approaches to communications planning on partnership programmes or projects developed (e.g. changes to free swimming opportunities, redevelopment of facilities and services.) Halo and Awen have strong digital communications platforms and approaches. Halo and Awen services

		<p>completion and includes details of leisure opportunities and case studies. The 'Piece of the Action' website also features a suite of inclusive case studies that profile locally available opportunities. Halo Leisure has supported a number of events with the community linked to the LV20 project.</p>		<p>Sharing of data and performance targets is an established way of working as partners.</p> <p>The work with network groups helps to co-design activities and opportunities for equalities groups.</p>	<p>identifiable within Ageing Well in Bridgend web resources.</p> <p>Cross fertilisation of digital stories and media messaging between BCBC partners and targeted network groups.</p> <p>Community Information Ambassadors network being developed across the third sector to promote support, services and opportunities.</p> <p>Development of on line activity resources has progressed e.g. halo at home, active at home, creative at home with AWEN and</p>
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					shared promotion of resources. Ageing Well calendar created featuring wellbeing advice, partnerships and services and 4000 copies distributed.
Objective 7: Data					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	
Ensure that our staff are aware of and use relevant internal data e.g. customer databases and consultation feedback as well as relevant external data e.g. the National Survey for Wales and the Census when drafting Equality Impact Assessments (EIAs) and other relevant / annual reports	We will ensure that our managers and staff responsible for producing EIAs are fully aware of the need to use robust and reliable internal and external data. This will help the council to make informed decisions and ensure reports we produce accurately represent the services we provide and those who receive them. We will also produce a	Between February 2016 and January 2017 the council produced nine full EIAs and 42 EIA screenings. Full EIAs are published alongside the Cabinet / Council reports to which they relate. Activity related to the number and	Between February 2017 and January 2018 the council produced four full EIAs and 42 EIA screenings. Full EIAs are published alongside the Cabinet / Council reports to which they relate. Activity related to the number and nature of EIAs undertaken by the council is	Between February 2018 and January 2019 the council produced six full EIAs and 33 EIA screenings. Activity related to the number and nature of EIAs undertaken by the council continues to be reported to Cabinet	Between February 2019 and March 2020 the council produced eight full EIAs and 68 EIA screenings. An Equality Impact assessment annual report continues to be presented to Cabinet

	concise list of data sources which will be published internally and made accessible to all staff.	nature of EIAs undertaken by the council is reported to Cabinet Equalities Committee annually.	reported to Cabinet Equalities Committee annually.	Equalities Committee annually.	Committee Equalities.
Collect and analyse equality data as part of all public consultations	We will ensure the equality monitoring questions we use (based on Welsh Governments standards) are used in every public consultation exercise. We will use the equality data we collect to identify the protected characteristics of those that engage with us and also to identify where the gaps in our engagement lie.	Qualitative and quantitative data collected from public consultations is gathered and reported via Final Consultation Reports. These reports and the key data obtained are published on the council's website and are used to inform and support reports to Cabinet, enabling Elected Members to	Equality data continues to be included in all public consultations and key data is published within consultation reports on the council's website. Demographics are gathered as part of Citizens' Panel information and inform our strategy for Citizens' Panel development.	Equality monitoring continues to be included in all public consultations. Services use the equalities information gathered to complete Equality Impact Assessments, alongside the consultation report.	Equality monitoring continues to be included in all public consultations. Relevant information is shared with services to help inform their EIA.

		make robust and transparent decisions.			
Collect equality data as part of our complaints processes	We will ensure that our equalities monitoring questions continue to be based on the standards set by Welsh Government. We will ensure they remain relevant and that they are used in our complaints processes.	Seven Equality Monitoring Forms have been received over the last twelve months. Equality Monitoring Forms are sent out with Formal Complaint Forms if requested and with the Complaint Handling Satisfaction Questionnaires on a six monthly basis. Relevant data is collected. Most complaints received by the council are informal.	17 Equality Monitoring Forms have been received over the last twelve months. Equality Monitoring Forms are sent out with Formal Complaint Forms if requested and with the Complaint Handling Satisfaction Questionnaires on a six monthly basis. Relevant data is collected. Most complaints received by the council are informal.	10 Equalities Monitoring Forms have been received over the last 12 months. The Equality Monitoring Form is part of the online corporate complaints form which people can complete if they choose. The relevant data is collected by the Complaints Team. Most complaints received by the council are informal.	Four Equalities Monitoring Forms have been received over the last 12 months. The Equality Monitoring Form continues to be part of the online corporate complaints form which people can complete if they choose.

<p>Undertake EIAs whenever we review, or introduce a new policy</p>	<p>We will undertake robust and meaningful EIAs using accurate, up to date and relevant data, to ensure that the likely impact (positive, negative or neutral) is clear and can be addressed.</p>	<p>Please see above for EIA data.</p>	<p>Full EIAs are published alongside relevant Cabinet reports. The Equalities team has reviewed the EIA toolkit and provides support to service areas to ensure EIAs are robust and meaningful.</p>	<p>EIAs are monitored on an annual basis and reported to Cabinet Equalities Committee. The Equalities Team are able to offer advice to services where needed to ensure EIAs are carried out appropriately.</p>	<p>The EIA toolkit and guidance is available on the staff intranet to ensure managers are aware of their responsibilities when complying an EIA.</p> <p>EIAs are monitored on an annual basis and are reported to Cabinet Committee Equalities.</p> <p>Full EIAs accompany Cabinet Reports and are available to view on the BCBC website.</p>
<p>Ensure feedback is available to all consultees</p>	<p>We will ensure that people with whom we consult and engage with are able to access the outcome of the consultation (positive or negative) e.g. on our website. Consultees will</p>	<p>The council uses best practice outlined by Participation Wales and also the Gunning Principles when publishing final</p>	<p>Reports continue to be published on the website. The consultation team are reviewing their post consultation processes to</p>	<p>All public consultations give respondents the opportunity to tell us that they would like to be informed of the outcome of the</p>	<p>Public consultation respondents continue to be asked if they would like to be informed of the outcome of</p>

	<p>be able to see how their feedback has influenced the decision making process.</p>	<p>consultation reports. People who have contributed to consultations are able to access the outcomes by viewing the consultation report and the corresponding Cabinet report - both of which are published on the council's website.</p>	<p>include infographics for public consultations.</p>	<p>consultation. Where requested information is sent to respondents following the consultation.</p> <p>Details of the consultation, outcomes and next steps are shared on the closed consultation page of the website. For Citizens' Panel members we produce an annual "You said...We did..." Citizens' Panel newsletter.</p>	<p>consultations, and where relevant information is shared when the consultation report is publically available.</p> <p>Details of consultations, outcomes and next steps are shared on the closed consultation page of the website.</p>
<p>Improve the collection of employee equality data</p>	<p>We will take actions to enable and encourage employees to complete and or update their personal data (being mindful that they are under no obligation to respond).</p>	<p>Employees who are desktop users have been provided with access to the self-service system, enabling them</p>	<p>The Equalities team and HR team meet to discuss equalities issues/ joint working and data management to ensure methods of engaging with</p>	<p>We continue to gather equalities data for all new employees.</p> <p>We continue to promote the employee self-</p>	<p>Equalities data is gathered for all new employees and we continue to promote the employee self-service system to encourage</p>

		<p>to update their personal and sensitive information. Employees have been reminded to review and update self-service with any missing/out of date information (being mindful that staff are under no obligation to provide sensitive information). All online job applicants have completed equalities questionnaire as part of the standard application process (recognising that this information is confidential and</p>	<p>the workforce to provide equalities information are regularly reviewed.</p>	<p>service system to encourage staff to complete/update their personal data</p>	<p>existing staff to complete/update their personal data.</p> <p>The annual appraisal process reminds employees of their ability to update data.</p>
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		not used as part of the recruitment process).			
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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

7 OCTOBER 2020

REPORT OF THE CHIEF EXECUTIVE

UPDATE REPORT ON IMPLEMENTATION OF THE WELSH LANGUAGE (WALES) MEASURE 2011 AND WELSH LANGUAGE STANDARDS

1. Purpose of report

- 1.1 This report updates the Cabinet Committee Equalities (CCE) on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 The Welsh Language (Wales) Measure 2011 and subsequent Welsh Language Standards impact upon the work of the whole council. The standards link to the equalities agenda, form a key component of the council's Transformation Programme and Customer Charter 'Our Promise', and links to the following corporate well-being objectives:

- **Priority 2: Helping people and communities to be more healthy and resilient** - enabling people to use the language of their choice by ensuring our systems and front line services are delivered bilingually. Ensuring that bilingual systems enable people to better equipped to manage situations themselves and the council services can concentrate on those in greatest need.
- **Priority 3: Smarter use of resources** - ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the council's priorities.

3. Background

- 3.1 Since the council received its compliance notice from the Welsh Language Commissioner in 2015, progress towards implementing the 171 assigned standards has continued.
- 3.2 Updates on compliance have been provided at every CCE since 28 April 2016. Those reports are referenced as background documents to this report.

4. Current situation / proposal

- 4.1 Key progress/updates with compliance since the last update report can be summarised as:
- a) Each year the Welsh Language Commissioner annually monitors the user experience by testing specific services, including correspondence, telephone,

website and reception services. BCBC were part of the random sample of organisations selected to be monitored by the Commissioner's office during 2019/2020. We received the results of the monitoring exercise on 12 August 2020 and have prepared a response to the Commissioner on the findings. The response outlines relevant actions we have taken to ensure compliance with the areas that need to be addressed.

- b) On 21 August 2020 the Welsh Language Commissioner has issued a statement to all local authorities. The purpose of the statement was to share the findings of the investigation conducted into Flintshire County Council with other councils to ensure that we are aware of the duty to comply with standards when arranging for third parties to provide services and activities on our behalf.
- c) BCBC were invited to and attended the launch event for the Welsh Language Commissioner assurance report on 15 September 2020. Here the commissioner held a short online event to present the findings of his assurance report for 2019/2020. The report was published on the day of the event. An update on the assurance report will be provided to Cabinet Committee Equalities in November 2020.
- d) One new complaint has been received as detailed below:
 - The Commissioner has received a complaint from a member of the public on 14 August 2020 regarding the fact that the standard of the Welsh language in the update 'Diweddariad Covid-19: Ailagor canolfannau hamdden a phyllau nofio fesul cam ym Mwrdeistref Sirol Pen-y-bont ar Ogwr' is lower than the equivalent update in English. The update was received via e-mail from bridgendcbc@public.govdelivery.com on 13 August 2020.

In the complaint, the complainant identified the following issues:

- The word 'cysgodi' was used in the text of the update, but 'gwarchod' in the corresponding infographic
- 'Addysg a gofal plant cynnar' is used in the text of the update, but 'addysg gynnar a gofal' on the corresponding logo
- He asked why the paragraph on 'Cynnig Gofal Plant Cymru' notes the year 2017
- He asked how VJ Day is linked to adoption, as an infographic about VJ day is placed above a paragraph about adoption

Initial information has been sent to the Commissioner in relation to this complaint.

- e) Previous complaints update:
 - The Commissioner received a complaint from a member of the public on 14 January 2020 regarding the Welsh text on the bottom of the voting card sent to the electorate for the General Election of 12 December 2019. The complainant was of the opinion that "*Os rhoi dychwelyd i'r*" was not the correct translation of "*If undelivered return to*". The commissioner also stated that it appears that the address for returning the card is in English only (Civic Offices, Angel Street, Bridgend, CF31 4WB). The council has provided a response to the Commissioner stating that the council is not the responsible body for maintaining the Register of Electors or sending polling cards to

registered voters. These functions are the responsibility of the Registration Officer and the Returning Officer whose roles are independent of the council. The commissioner has decided not to carry out an investigation into this complaint as the returning officer is not subject to the statutory duties and therefore there is no 'relevant requirement' under section 71 of the Welsh Language measure.

- The Commissioner received a complaint from a member of the public on 16 October 2019 regarding an automatic email the complainant received from the Council acknowledging a council tax payment. The email was sent from the email address AUTOMAILER@E-PAYCAPITA.COM and the same email template was the subject of complaint CSG616. The complainant alleged that the Welsh version contains errors. This has now been fully addressed. The commissioner has been reassured of the actions taken by BCBC and the third parties involved in the management of the database systems to correct the errors identified.

5. Effect upon policy framework & procedure rules

5.1 There is no effect upon the Policy Framework and Procedure Rules.

6. Equality Impact Assessment

6.1 This is an information report. As such, no Equality Impact Assessment is required.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

8.1 There are no financial implications arising from this report.

9. Recommendation

9.1 That the Cabinet Committee Equalities receives and considers this report.

Mark Shephard
Chief Executive
Date: 7 October 2020

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Background papers:

- 28 April 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 14 July 2016 Welsh Language standards annual report 2015/16 ;
- 14 July 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 10 November 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 9 March 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 13 July 2017 Welsh Language standards annual report 2016/17 ;
- 13 July 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 23 November 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 22 March 2018 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 16 July 2018 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 19 November 2018 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 26 March 2019 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 04 July 2019 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.

- 26 November 2019 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 24 August 2020 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.

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